



HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

Annual Summary Report to Congress

**REPORTING PERIOD:
April 26, 2016 – September 30, 2017**

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List of Acronyms

CCS	Command Climate Specialist
CID	Criminal Investigation Department
CMEO	Command Managed Equal Opportunity
CNO	Chief of Naval Operations
CO	Commanding Officer
CONUS	Continental United States
DDWG	Defense Diversity Working Group
DEOCS	DEOMI Organizational Climate Survey
DEOMI	Defense Equal Opportunity Management Institute
DEPSECDEF	Deputy Secretary of Defense
DoD	Department of Defense
DoDI	Department of Defense Instruction
EO	Equal Opportunity
FR2	Force Risk Reduction
FSA	Full Speed Ahead
FY	Fiscal Year
GAO	Government Accountability Office
IG	Inspector General
IPT	Integrated Process Team
NDAA	National Defense Authorization Act
NGB	National Guard Bureau
NIMS	Not In My Squad
NJP	Non-Judicial Punishments
ODMEO	Office of Diversity Management and Equal Opportunity
OPA	Office of People Analytics
OPREPS	Operational Reports
OSD	Office of the Secretary Defense
OUSDP(P&R)	Office of the Under Secretary of Defense for Personnel and Readiness
PCF	Prevention Collaboration Forum
SECDEF	Secretary of Defense
SES	Senior Executive Service

I. EXECUTIVE SUMMARY

Section 549 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2017 (Public Law 114-328), requires the Secretaries of the Military Departments to submit, not later than January 31 of each year, to the Committees on Armed Services of the Senate and the House of Representatives, a report containing a description of anti-hazing efforts during the previous year.

In response to this requirement, the Department of Defense (DoD) prepares an enterprise-wide hazing summary report for submission to Congress annually. This 2017 Annual Summary Report on Hazing Prevention and Response in the Armed Forces is the third such report submitted to Congress since 2013, and addresses hazing prevention and response efforts over the period of April 26, 2016 through September 30, 2017, both at the Office of the Secretary of Defense (OSD) level and within the three Military Departments. This report was developed in coordination with the Military Services.

The report provides a topline summary of 415 hazing complaints and further analyzes quantitative and qualitative data for 191 substantiated complaints of hazing. It also includes a description of the anti-hazing efforts of OSD and the Military Services, notable Military Service accomplishments and best practices, and DoD's next steps in implementing hazing prevention and response initiatives.

DoD recognizes the progress the Military Services are making toward meeting statutory requirements for hazing prevention and response, although more needs to be done. The Service with the smallest population, the Marine Corps, reported the most complaints of hazing. However, a large proportion of complaints-to-population does not necessarily reflect a more significant issue with hazing within that Service. The Marine Corps attributes this increase in the number of hazing complaints reported primarily to the Commandant's increased emphasis on the report and investigation of all alleged incidents of hazing.

DoD considers the Navy and Marine Corps Hazing Prevention and Response Program to be a model program among the Military Services; it reflects a standardized and comprehensive collection and reporting system, notable and sustained accomplishments, and a culture that encourages complainants to come forward. The Army and Air Force have also implemented measures to combat and respond to hazing, but could benefit from adapting a more robust and significant comprehensive tracking and reporting system.

While each Military Service does have its own Hazing Prevention and Response Program, DoD aims to integrate sustainability and competence into enterprise-wide anti-hazing efforts. As such, the Military Services centered their program strategies and efforts around a six step process that underpins the DoD Hazing Prevention and Response Program framework. The process steps are: 1) Assess Hazing Complaints; 2) Build Capacity; 3) Define Prevention Needs; 4) Institutionalize Prevention and Response Processes Across DoD; 5) Mitigate Risks; and 6) Evaluate Program Effectiveness.

This framework approach offers a solid structure for shaping Military Service hazing prevention and response programs. It not only clarifies hazing prevention and response priorities, but helps align programs with legislative emphasis and DoD policy, prescribed in the NDAAAs for FY 2016 and 2017, and the December 23, 2015, Deputy Secretary of Defense (DEPSECDEF) Memorandum, “Hazing Prevention and Response in the Armed Forces,” respectively. As illustrated below in Figure 1, DoD positioned sustainability and competency as guiding principles for DoD anti-hazing efforts. The approach outlines four distinct lines of effort: detect, prevent, deter, and eliminate hazing across DoD. An in-depth discussion of the hazing prevention and response framework approach and four lines of effort is provided in Section V of this report.



Figure 1. DoD Hazing Prevention and Response Framework Approach and Lines of Effort

II. BACKGROUND ON HAZING ACROSS DOD

In 1997, the Secretary of Defense (SECDEF) issued a policy memorandum on hazing, which has subsequently implemented the Service-level instructions and regulations. To ensure standardization across the Services and allow for more accurate estimates of the scope of the problem, OSD updated the policy in 2015, to require more detailed training, reporting requirements, and clarify definitions of hazing behaviors. The Office of Diversity Management and Equal Opportunity (ODMEO) submitted DoD's first Annual Hazing Summary Report to Congress in 2013, pursuant to the request in House Report 112-493, pages 19-20, accompanying H.R. 5856, the Department of Defense Appropriations Bill, 2013.

In the years that followed, OSD and the Military Services established and strengthened policies and programs to prevent and respond to hazing within DoD. ODMEO collaborated with key representatives from the Military Services, the National Guard Bureau (NGB), the United States Coast Guard, and the Defense Equal Opportunity Management Institute (DEOMI), to form the DoD Hazing and Bullying Prevention and Response Working Group in 2013. Subsequently, section 587 of the Carl Levin & Howard P. "Buck" McKeon NDAA for FY 2015 (Public Law 113-291), required the Government Accountability Office (GAO) to prepare a report on the policies to prevent hazing and systems created to track complaints of hazing in each of the Armed Forces.

GAO submitted report GAO-16-226, "Actions Needed to Increase Oversight and Management Information on Hazing Incidents Involving Service Members," dated February 9, 2016 to Congress, which was published on Feb 9, 2016. The report outlined seven recommendations for DoD to undertake to increase oversight on hazing involving Service members. Next, Senate Report 114-255, page 157, accompanying S. 2943, the NDAA for FY 2017, requested the SECDEF provide a report on DoD's implementation of the GAO recommendations to the Committees on Armed Services of the Senate and House of Representatives. In addition, House Report 114-537, page 149, accompanying H.R. 4909, the NDAA for FY 2017, requested the SECDEF provide a briefing to the Committee on Armed Services of the House of Representatives on the implementation of the changes outlined in the December 23, 2015, "Hazing and Bullying Prevention and Response in the Armed Forces," policy memorandum.

In response to both the congressional House and Senate requests, DoD submitted the second Hazing Summary Report to Congress in September 2017, satisfying all requirements and documenting the Military Services' progress in hazing prevention and response, and their ongoing activities, as well as a description of areas for improvement, for the period of December 23, 2015, through April 25, 2016.

This annual report to Congress captures inputs provided by the Military Services, covering more than a full FY cycle, from April 26, 2016 through September 30, 2017.

III. APPLICABLE DOD HAZING PREVENTION AND RESPONSE POLICIES

Hazing undercuts DoD's efforts to create and maintain environments grounded in the highest levels of dignity and respect. The Department combats hazing through standardized prevention programs and response efforts to detect, prevent, deter, and eliminate hazing involving Military Service members and civilian employees by providing effective and compassionate support for individuals who report hazing, and holding perpetrators of this unacceptable behavior appropriately accountable.

Between December 23, 2015, and September 30, 2017, the DEPSECDEF released a memorandum on Hazing and Bullying Prevention and Response in the Armed Forces, and ODMEOPromulgated a Department of Defense Instruction (DoDI), "Harassment Prevention and Response in the Armed Forces." Both the 2015 DEPSECDEF memorandum and the DODI address the problem of hazing, as follows:

a) DEPUTY SECRETARY OF DEFENSE MEMORANDUM POLICY OVERVIEW

On December 23, 2015, the DEPSECDEF issued a DoD-wide policy memorandum addressing hazing and bullying prevention and response programs in the Department. This policy updated the 1994 SECDEF policy memorandum on hazing, as follows:

Policy.¹ *Hazing erodes mission readiness and will not be tolerated in DoD. Treating each other with dignity and respect is an essential element of the morale of our Nation's Armed Forces and the welfare of our Soldiers, Sailors, Airmen, Marines, and DoD civilian employees. There are many time-honored traditions in our Services, but hazing is not among them and has no place in our force. Hazing involves so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm in order to achieve status or inclusion in a military or DoD civilian organization. Hazing is unacceptable and prohibited in all circumstances and environments, including off-duty or in "unofficial" unit functions and settings with a nexus to military service. Ubiquitous social media and near real-time electronic communications have fundamentally changed how we interact with others, both individually and in groups. The prohibition on hazing extends to such misconduct committed via electronic communications.*

Definition of Hazing. The policy memorandum provides updated definitions of hazing and examples of activities likely to be considered problematic. It mandates standardized incident tracking and reporting that will inform preventive training and education.

Hazing is conduct through which a military member(s), or a DoD civilian employee(s), intentionally, without a proper military or other governmental purpose, but with a nexus to military service or DoD civilian employment, physically or psychologically injures or creates a risk of physical or psychological injury to one or more military members for the purpose of initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization. Hazing

¹ Deputy Secretary of Defense Memorandum on Hazing and Bullying Prevention and Response in the Armed Forces, December 23, 2015

includes, but is not limited to, the following when performed without a proper military or other governmental purpose: any form of initiation or congratulatory act that involves physically striking another in an injurious manner or manner endangering the health or safety of another, or threatening to do the same; pressing any object into another person's skin, regardless of whether it pierces the skin (e.g., "pinning" or "tacking" on of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object); oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning, or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; or, subjecting to excessive or abusive use of water or the forced consumption of food, alcohol, drugs, or any other substance.

b) HARASSMENT PREVENTION AND RESPONSE IN THE ARMED FORCES POLICY OVERVIEW

ODMEO collaborated extensively with Military Service leads and OSD Components during the latest reporting period to draft a comprehensive harassment prevention and response policy for Military Service members. The DoDI, published on February 8, 2018, classifies hazing as a form of harassment.

The Department's intent is to ensure that leaders take all necessary steps to prevent hazing across its footprint. The Harassment Prevention and Response DODI defines hazing as a form of harassment and establishes a comprehensive, Department-wide harassment prevention and response program for Military Service members; specifies procedures for Service members to submit harassment complaints, including anonymous complaints; details procedures and requirements for responding to, processing, resolving, tracking, and reporting harassment complaints; and establishes training and education requirements and standards.

Incidents of hazing that involve allegations of sexual assault or discrimination will be addressed in accordance with the full panoply of laws, regulations, and policies pertaining to such allegations. The DODI further requires the Military Departments and the NGB to promulgate appropriate punitive regulations prohibiting Service members from engaging in harassment.

IV. HAZING PREVENTION AND RESPONSE OVERSIGHT

Under the Office of Force Resiliency, ODMEO maintains policy oversight of DoD military hazing prevention and response programs. Early in the certain reporting period, the Hazing and Bullying Prevention and Response Working Group served as a platform to advance Department-wide anti-hazing policy and strategies; the Working Group will continue to be a forum for collaboration on these matters.

In addition, to address other forms of harassment, such as hazing, bullying, and sexual harassment, ODMEO established a Senior Executive Service (SES)-level Integrated Process Team (IPT) comprised of representatives from the Military Services and other stakeholders. This senior team allowed DoD to address the Military Services' policies and programs "beyond hazing." It also provided a strategic forum to examine unique barriers and challenges to

progress, as well as potential pitfalls that could impact standardization and the successful implementation of harassment prevention and response program efforts.

V. FRAMEWORK APPROACH AND LINES OF EFFORT

This section speaks to a comprehensive anti-hazing strategy, which provides the framework approach for developing hazing prevention and response programs tailored to the unique needs of each Military Service. Under ODMEO's leadership, the Military Services focus on four distinct lines of effort that link DoD's anti-hazing mission to tasks, and describe ideal strategic conditions for the entire DoD. They are:

- 1) Detect hazing in DoD to assess the scope of the problem.
- 2) Prevent future hazing incidents before they occur by proactively communicating clear expectations, rules, and consequences for hazing misconduct.
- 3) Deter incidents of hazing by taking swift and appropriate action against perpetrators.
- 4) Eliminate hazing by creating cultures where associated behavior is reported and addressed before it becomes severe and pervasive.

The six steps referenced previously in Section I of this report are discussed in greater detail below. They circumscribe a Department-wide framework to align DoD hazing prevention and response program priorities. The framework approach, fused with the four aforementioned lines of effort, relies heavily on the seamless integration of all components of the framework to implement and strengthen uniform, Department-wide hazing prevention and response programs.

As DoD continues to concentrate on the underlying causes and effects of hazing behavior, it will seize new opportunities to modernize this framework which includes:

STEP 1: Assess Hazing Complaints. Determining the rate and magnitude of hazing is the first and most critical step in detecting the scope of hazing and associated characteristics across the Department. This step also complements policies and programs that determine how to address hazing, and identifies barriers to creating workplace cultures that treat all members with dignity and respect.

To achieve this, DoD worked collaboratively with the Office of People Analytics (OPA) and DEOMI to administer surveys to help better understand and gauge attitudes, beliefs, and behaviors of military personnel and civilian employees related to hazing in DoD. In addition to the surveys, to help DoD fully understand the range and scope of hazing activity, each of the Military Services is required to report annually the number of hazing complaints and descriptions of programmatic anti-hazing efforts to the Office of the Under Secretary of Defense for Personnel and Readiness OUSD(P&R), for the annual DoD report to the Committees on Armed Services of the House and Senate.

STEP 2: Build Capacity. The second step focuses on building coalitions and partnerships to increase DoD capacity to prevent hazing. To support this effort, DoD continues to partner with the Military Services and DoD Components to build momentum while

integrating sustainability and competency as core components of Military Service programs. This includes ongoing organization-wide scans to identify and document Military Service interventions with strong capacity and leadership and key stakeholder support, as well as adequate resources to sustain progress and achieve program “quick wins.”

For example, ODMEO chaired the DoD Hazing and Bullying Prevention and Response Working Group, the Defense Diversity Working Group (DDWG), and the SES-level Anti-Harassment IPT to set guidelines for making decisions to advance DoD hazing, sexual harassment, and bullying prevention policy and program strategies. These groups are vital to the process of building capacity, enabling DoD to effectively leverage new and existing anti-hazing resources. They focus on organizational resources and development of the infrastructure development necessary to implement and sustain highly effective prevention programs and policies.

DoD also uses the various groups to identify prevention practices most important to the DoD mission; structure quality data collection requirements and analysis; identify new processes; and make objective decisions about which hazing prevention strategies contribute most to DoD’s overall readiness posture.

Through these strategic partnerships, DoD is also able to identify ways the DoD enterprise has worked together in the past to sustain readiness; document lessons learned; examine current prevention processes and interventions; and outline new goals. Department efforts continue to focus on conducting a complete inventory of all DoD prevention programs, strategies, and response services available to address hazing.

In addition, during this reporting period, DoD led a preliminary Prevention Collaboration Forum (PCF) to discuss risks and protective factors associated with hazing and other problematic behaviors in DoD. We will continue using this resource to expand capacity across DoD.

STEP 3: Define Prevention Needs. Hazing incidents are eliminated when prevention efforts succeed. The third step of defining hazing prevention needs is critical to ensure the DoD focuses on specific areas that need the most attention and resources. As prevention strategies evolve to point to indicators of future incidents of hazing, it DoD populations at highest risk are identified. Improved awareness of each population’s defined prevention needs enable leaders to get at the root of hazing behavior.

The Department will continue examining risks factors and incorporating innovative efforts to prevent hazing, including targeted intervention efforts for Military Service populations most at-risk for participating in or experiencing hazing. Additional research and investigation are required completion of a comprehensive list of hazing prevention needs that require attention, and the resources to address them. The Department plans to reconvene the PCF to focus its efforts on countering other problematic behaviors.

[STEP 4: Institutionalize Prevention and Response Across DoD.](#) The fourth step, which is to institutionalize hazing prevention and response across the entire DoD, requires an engaged Department strategy to stop hazing before it occurs. This requires a consistent implementation of DoD policy, underscored by clear and uniform hazing prevention messages from all levels of leadership and the integration of measurable program objectives.

DoD engages leaders as champions to institutionalize effective anti-hazing programs that balance mission with a healthy culture where individuals feel safe to report misconduct of any kind. The infrastructure required to implement effective programs has been established throughout the Military Services, including reporting, investigation, and anti-retaliation structures for responding to and preventing incidents of hazing; a well-trained staff to receive complaints; and standardized training tools and materials. However, the Department's efforts continue to develop.

Furthermore, the Department is working with the Military Services to refine prevention strategies, monitor policies and practices, and evaluate resources, while sustaining strict requirements for results-driven prevention, response, and advocacy programs. To meet Congressional and organizational requirements set forth by law and policy, DoD will continue to collect, analyze, and assess hazing data to further innovate hazing prevention and response strategies and activities, including advocacy services for individuals and bystanders who report hazing, and the Military Services' anti-retaliation enforcement processes already in place. The Military Services' ability to successfully institutionalize comprehensive anti-hazing prevention and response programs relies heavily on leveraging the prevention, response, and advocacy components mentioned above.

[STEP 5: Mitigate Risks to Improve Performance.](#) This fifth step focuses on the importance of mitigating risks to improve the performance of hazing prevention and response efforts beyond the Military Services' compliance responsibilities. To advance strategic resiliency, DoD will continue to analyze and survey organizational cultures and examine leadership accountability frameworks and other risk-related factors to identify blind spots that may undermine progress.

The Department understands that whenever introducing or executing new strategies, there can be potential risks. However, DoD will continue working with the Military Services, not only to improve performance, but also to advance data and information collection to better align strategy with policy, while creating a culture where leaders are highly trained to detect, prevent, deter, and eliminate risks associated with hazing behaviors.

[STEP 6: Evaluate Program Effectiveness.](#) In the final step, DoD measures performance and evaluates program effectiveness by monitoring implementation and compliance, and assessing internal controls. DoD currently works with each of the Military Services to monitor hazing prevention and response programs, document lessons learned, and make continual prevention program improvements, while detailing success and progress along the way.

DoD strives to consider lessons learned and share best practices. Future plans include regular self-assessments of DoD hazing prevention and response internal controls to identify deficiencies in the structure and implementation of Military Service programs.

Ongoing self-evaluations also include examining training and associated prevention and response mechanisms, such as investigations, as well as the implementation of other requirements such as policies, processes, and procedures to achieve the desired outcome of eliminating hazing in DoD.

VI. STRATEGIC GOALS AND OBJECTIVES

Hazing in the DoD is a serious readiness challenge that will continue to require assessment as DoD aims to synergize prevention and response efforts across the enterprise. In these early stages of standardized hazing prevention and response program implementation, DoD understands there is no “one size fits all” approach or solution to hazing prevention and response. Each Military Service is required, at a minimum, to establish and implement programs that comply with DoD policy. Not only do the goals below correspond to DoD legislative and policy requirements, they also help DoD and the Military Services identify program precedence and evaluate progress and compliance.

The goals and objectives established in legislation and outlined below are considered by DoD to meet the requirements of NDAA's for FYs 2016 and 2017 and the DEPSECDEF's policy guidance of December 23, 2015. DoD expects Military Service leaders to implement these requirements as essential elements of hazing prevention and response programs.

The Hazing and Bullying Prevention and Response Working Group will expand strategic initiatives toward establishing metrics that offer continuous quality improvement using the following goals and objectives to achieve positive hazing prevention and response outcomes. The Working Group will also increase collaboration to help DoD achieve the goals and objectives in this section and address enduring challenges. The seven goals and objectives include:

GOAL #1: Prevention Messaging. Clear policies and leadership messages intended to stop hazing.

The effective utilization of clear and consistent DoD prevention messaging, such as clear policy statements, help deter and eliminate hazing in healthy organizational climates dedicated to upholding dignity, respect, and accountability. As DoD is committed to eliminating incidents of hazing behaviors from the ranks and workplace, a key part of the messaging includes early intervention in hazing and related behaviors to prevent hazing incidents and targeting the underlying causes of hazing to create safe and secure DoD environments.

GOAL #2: Data Collection, Tracking and Analysis. Standardized, reliable data collection, reporting, and case management processes to track and report hazing incidents to leaders.

Standardized and reliable data collection and analysis that capture hazing complaint data are necessary to inform future prevention efforts. In addition, tracking and extensive analysis of the data helps DoD identify whether policies and structures support cohesive organizational climates.

To promote efficiencies in hazing data collection and analysis and for case management purposes, each Military Service has internal data collection and tracking processes for case management purposes. DoD issued standardized data collection templates during the first reporting period of December 23, 2015 through April 25, 2016. DoD has worked extensively with the Military Services to improve hazing data collection elements to advance the capability of the Force Risk Reduction (FR2) data warehouse, managed by the OSD Personnel Risk and Resiliency office.

The FR2 data warehouse, selected as DoD's warehouse interface system, enables DoD to standardize its capability to provide timely baseline data. With this existing interface system, DoD can also track performance metrics, integrate new data sets, and quickly create reports and dashboards for DoD leaders.

GOAL #3: Reporting Protocols. Safe and clear reporting options for individuals and bystanders who experience and/or report hazing incidents.

The establishment of an effective DoD-wide hazing prevention and response strategy includes providing structures and procedures for reporting, investigating, and adjudicating alleged hazing incidents. DoD establishes protocols for reporting complaints of hazing to optimize readiness in DoD environments by ensuring that all members understand their responsibilities to respond to hazing incidents. DoD ensures that leaders provide clear and safe avenues for reporting hazing complaints, including anonymous complaints.

For instance, to promote maximum effectiveness in hazing incident reporting, specific protocols help leaders understand the process to report hazing complaints up the chain of command and the associated timelines. In addition, these protocols help individuals who experience hazing, and bystanders, know to whom they can turn for direction and assistance. Ultimately, the organization benefits by helping leaders and managers understand the scope of their authority and responsibility, and to respond in a timely manner to individuals who report hazing. Figure 2 on the next page illustrates the DoD Hazing Incident Complaint Process.

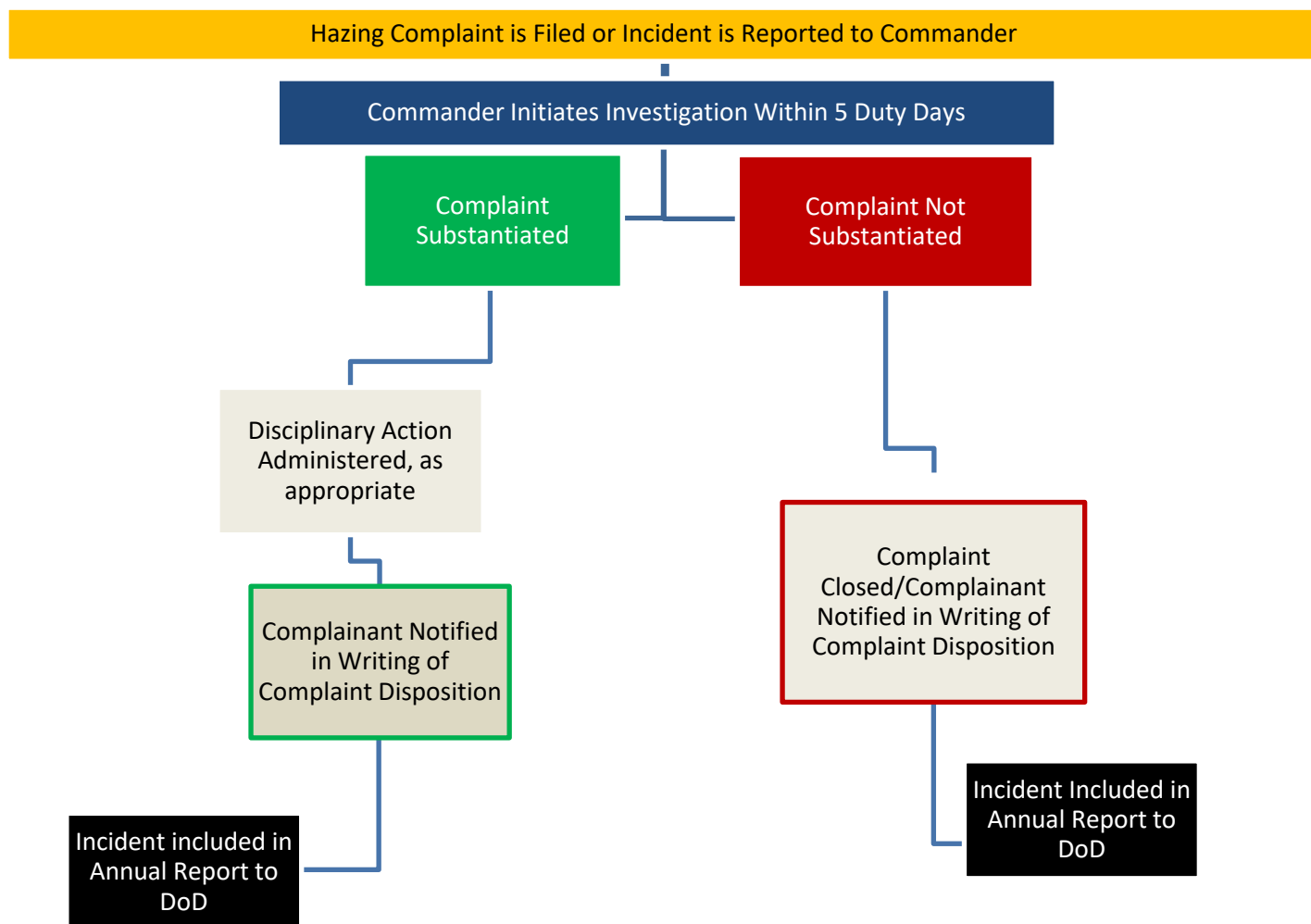


Figure 2. DoD Hazing Complaint Flowchart

GOAL #4: Victim Assistance and Advocacy Options. Effective victim advocacy and bystander support, response, and reporting options.

Victims should not be deprived of the resources necessary to advance hazing complaints. DoD is responsible for ensuring that victims of hazing are afforded the opportunity to receive the right information and proper advocacy services. Programs that serve victims must be sustainable, high quality, viable, and accessible by complainants.

Improved outreach to victims and bystanders includes well-trained intake professionals to provide prompt and concise information. This is key to mitigating risk and achieving response success. DoD is working to improve assistance to victims of hazing by updating and standardizing prevention and response training content for intake professionals to ensure that victims receive the best possible services, especially in times of crisis.

DoD's policies require all hazing incidents to be reported to the Commander for prompt action. Service members who are aware of hazing may also report it through appropriate channels not restricted to their chain of command. DoD's policies stipulate that retaliation and reprisal will not be tolerated. Whistleblower protections are spread across the entirety of DoD and are enforced within each Service to prevent reprisal and retaliation in response to complaints of hazing. DoD will continue working to address enduring challenges.

GOAL #5: Timely Investigations. Impartial, thorough, and timely processing of complaints of hazing.

OUSD(P&R) provides oversight of investigations to ensure processes are impartial, thorough, and timely. DoD requires timely investigation and adjudication of all alleged hazing complaints. Each Military Service must establish procedures for conducting internal investigations of hazing complaints and appropriately train officials designated to investigate matters involving hazing to ensure adequate, reliable, and impartial investigation of complaints.

Accordingly, DoDI 1020.03, "Harassment Prevent and Response in the Armed Forces," dated February 8, 2018, requires Commanders to initiate an investigation within five days of becoming aware or receiving a report of a hazing incident. Currently, OUSD(P&R) collects the status of hazing complaints annually from the Military Services and reports this information to Congress. As a way forward, Military Services will conduct self-assessments using metrics established by the DoD Hazing and Bullying Prevention and Response Working Group to report compliance results to DoD for future annual reports.

GOAL #6: Effective Hazing Prevention and Education Programs. Regular training and education for personnel at all levels on how to identify, respond to, and report hazing, including clear definitions of hazing.

The intent of hazing prevention education and training is to promote understanding. Hazing prevention and response efforts are strengthened through consistent and coordinated education and training content provided by DEOMI. Through ongoing assessments, DoD will

help Military Services accomplish Title 10 responsibilities to train the force while ensuring an understanding of hazing prevention and response procedures and requirements. This includes, but is not limited to, assessing learning outcomes, including prescribing the learning outcomes participants are expected to demonstrate, as well as an evaluation of the effectiveness of the instructors and teaching strategies used to build knowledge and skills.

Training programs at the Service level aim to provide hazing-related training at multiple career points, from entry-level to senior leadership training. Incorporating training and education on the prevention of hazing throughout a Service member's career promotes the prevention of hazing as a core component of military culture. Goal six closely supports all lines of effort and provides comprehensive reinforcement for associated goals. The standardized hazing prevention and response training content developed by DEOMI will: 1) help ensure objectives are aligned to outcomes; 2) measure success of hazing prevention training programs; 3) identify what is working; and 4) provide a springboard for improving curriculum content, as needed, to reach targeted populations.

Each of the Military Services implemented Service-specific training requirements and provided ODMEIO annual updates on progress and best practices. DoD will work with DEOMI and hazing curriculum designers for instructional support to create new learning opportunities for the DoD work force. As DoD continues to study the extent and nature of hazing, the curriculum will be enhanced with new and emerging national research on hazing that provides additional information on ways to improve program effectiveness and considerations for intervention. The DoD Hazing and Bullying Prevention and Response Working Group will work with DoD to ensure hazing prevention and response training is standardized, effective, continues to improve outcomes, and is available at all levels.

GOAL #7: Accountability. Policies and systems to hold leaders and perpetrators appropriately accountable for hazing violations, including enforcement for reprisal/retaliation.

Pursuant to DoD policy, perpetrators of substantiated hazing incidents will be held appropriately accountable. Within each of the Military Services, leaders must set the tone for hazing-free environments and ensure that anyone who participates in hazing activity is addressed appropriately. Each of the Military Services is working to strengthen their programs and continues to emphasize the expectations of respectful conduct and the consequences for those who fail to meet standards as a means to deter and respond to hazing behavior. The DoD Hazing Prevention and Response Working Group will work with DoD to address enduring challenges.

VII. FY 2016–2017 OSD AND SERVICE-LEVEL ANTI-HAZING EFFORTS AND ACCOMPLISHMENTS

OUSD(P&R)

- 1) **Draft DoD Policy on Preventing and Responding to Incidents of Harassment in the Armed Forces.** The Department’s efforts to reinforce a zero-tolerance climate for misconduct related to hazing, bullying, sexual harassment, and other problematic behaviors continued during this reporting period, and resulted in the development of a new policy issuance, DoDI 1020.03, “Harassment Prevention and Response in the Armed Forces,” released on February 8, 2018. The policy identifies hazing, bullying, and sexual harassment as forms of harassment. It establishes a comprehensive, DoD-wide harassment prevention and response program for Service members, and makes it clear that harassment will not be tolerated and that those who participate will be swiftly dealt with, as appropriate.

In addition, the policy updates harassment prevention and response protocols for Service members; procedures and requirements for reporting complaints of harassment, including anonymous complaints; procedures for responding to, processing, resolving, tracking, and reporting complaints; minimum data required for standardized collection and maintenance; and training and education requirements and standards.

- 2) **Mandatory Unit Command Climate Surveys.** The Department now mandates unit Commanders to conduct command climate surveys within 120 days of assuming command, and annually thereafter. Commanders use the results to evaluate the climate and hazing behaviors within their commands. The surveys also provide an opportunity for Service members to express their opinions regarding the manner and extent to which their leaders respond to allegations of hazing and other problematic behaviors. Results of the climate assessments conducted during the covered time period are sent to the Commander’s superior officer. DEOMI administers the Defense Equal Opportunity Climate Survey (DEOCS) annually to assess hazing complaints at the unit level, and provides aggregate data to DoD and Commanders.
- 3) **Workplace and Gender Relations Survey of Active/Reserve Duty Members.** These survey instruments are used to capture the prevalence of hazing and bullying within the Military Services for Service members who have experienced a sexual assault.
- 4) **Tracking and Reporting.** In addition to the above survey instruments, ODMEO is collaborating with the Military Services to improve the standardization of common data elements for consistent tracking and reporting of data to DoD. The intent is to identify trends, inform prevention and response efforts, and complement the current comprehensive tracking and reporting database interface systems used to aggregate analysis and trends across the Military Services.
- 5) **Monitoring the Effectiveness of Hazing Policies.** The Military Departments’ senior leaders are responsible for monitoring the effectiveness of their hazing prevention and

response policies. Annual reports on the number of hazing incidents and best practices are reported to OUSD(P&R) annually.

- 6) **Commander's Guide to Hazing Prevention.** The "Commander's Guide to Hazing Prevention," developed by the RAND Corporation in FY 2016, is still available as a Commander's tool and key hazing prevention resources to help identify and respond to hazing incidents at the unit level.

ACCOMPLISHMENTS

- 1) **DoD Standardized Data Collection and Analysis Tool.** DoD selected the FR2 data warehouse system as the current DoD tool to standardize data analysis, tracking, and reporting across all Military Departments. As a result, FR2 applications were expanded to include sexual harassment, hazing, and bullying data. Through lessons learned from data processing for the most recent reporting period, the data collection template will be improved for the next reporting cycle. DoD is exploring the use of FR2 system capabilities to include other problematic behavior.
- 2) **2016 DoD Hazing Summary Report to Congress.** Consistent with the DEPSECDEF policy memorandum issued on December 23, 2015, DoD submitted the 2016 Hazing Prevention and Response Summary Report in September 2017, the second annual report, in satisfying action of the seven GAO recommendations to improve DoD's Hazing Prevention and Response programs. In addition, the report highlighted progress in addressing hazing in the Armed Forces as a result of increases in hazing oversight.
- 3) **DoD Hazing Prevention and Response Training for Leaders.** DEOMI piloted online hazing prevention training modules, which includes standardized learning objectives for the Military Departments, using the assessment results from the 2016 DEOCS. The training clarifies the differences between hazing behaviors and other types of sanctioned activities that might occur in the Military, such as rigorous training, as well as how hazing differs from other types of abuse that can occur, such as bullying.

DEPARTMENT OF THE ARMY

- 1) **Hazing Tracking Databases.** The Army tracks and reports alleged incidents of hazing in three databases from Equal Opportunity (EO), the Inspector General (IG), and the Criminal Investigations Division (CID) to comply with the DoD Hazing and Bullying Prevention and Response in the Armed Forces memorandum of December 23, 2015. In addition, the Army is working on a reporting system that will standardize data collection and tracking, improve reporting accuracy, and identify repeat offenders and organizations.
- 2) **Command Climate Surveys.** The Army uses command climate surveys, DEOCS rollup, and The Workplace and Gender Relations Survey of Active/Reserve Duty members to help measure complaints of hazing and bullying within the Army.

- 3) **Military Whistleblower Protection.** The Army encourages use of the IG's Military Whistleblower Protection policy that states that Service members shall be free to make a protected communication to a member of Congress; an IG; or a member of a DoD audit, inspection, investigation, or law enforcement organization.
- 4) **Top-Down Leadership.** For the Army, if a Soldier is not being treated with dignity and respect, they are encouraged to speak to their Commander, the IG, or law enforcement.
- 5) **Anonymous Reporting.** Anonymous complaints can be made through the Commander's suggestion box and the IG hotline.
- 6) **Advocacy.** To ensure the consistent implementation of anti-hazing policies, any allegation of hazing requires an investigation, together with notification to the commanding officer (CO). Anyone who has been hazed, or whose Commander believes may have been subject to hazing, will be considered a victim.
- 7) **New Trust-Based Skill.** In 2017, the Army Resiliency Directorate developed a trust-based skill called "Engage." Engage is a scientifically-validated Army professional skill designed to emphasize Soldiers' and leaders' obligation to engage in any situation where someone needs help, including hazing. Through this engagement, Soldiers and leaders can change the trajectory or outcome of a situation and foster a culture of trust.
- 8) **Army Leader's Guide.** The Army published a "Leaders' Guide for Building Personal Readiness and Resilience," which presents a vision of an Army built on a "Culture of Trust," with Soldiers building strength and confidence in their leaders and one another through proactive application of principles, practices, and qualities. The guide provides leaders with a host of risk factors, warning signs, and resources to recognize early indicators of hazing and bullying, and address any issues to maintain the highest levels of unit and individual readiness.
- 9) **"Not in My Squad" Campaign.** The Army launched the "Not in My Squad" (NIMS) campaign to demonstrate the Sergeant Major of the Army's commitment to professionalism from the squad level up. It empowers first-line leaders to take responsibility for their units by creating a positive, healthy command climate and addressing issues at the lowest level. Complaints of hazing require notification to the Commander. The Army's NIMS reinforces the Army's commitment to eradicate hazing and bullying; resulting in a greater level of trust and confidence in the chain of command, and enabling complaints of hazing and bullying.

DEPARTMENT OF THE NAVY (Includes Marine Corps)

- 1) **Top-Down Leadership.** Top-down leadership sets the tone in each command for supervisory personnel to follow. If a Sailor in the U.S. Navy is not being treated with dignity and respect, they are encouraged to speak to their Command Managed Equal Opportunity (CMEO) Program Manager or Command Climate Specialist (CCS). The CMEO and CCS are also delineated on the Plan of the Day/Plan of the Week/Plan of the

Month that is published for command-wide distribution. Marine Corps personnel are encouraged to report all allegations of hazing. They are provided multiple reporting avenues: the chain of command, the Equal Opportunity Advisor, IG, or they can report anonymously through appropriate channels. The Marine Corps is developing an online application as an additional avenue for assigned military personnel to report alleged hazing complaints.

- 2) **Chart the Course.** The Navy implemented Chart the Course FY2016 Fleet-wide training, which directly addresses hazing in the workplace. This training also reinforces the “Continuum of Harm” concept, which illustrates how senior leadership condoning hazing may prompt escalation to more serious behavior.
- 3) **Operational Reports.** The Navy and Marine Corps track and report alleged complaints of hazing via Operational Reports (OPREPs) in accordance with the DoD Hazing and Bullying Prevention and Response in the Armed Forces memorandum, dated December 23, 2015.
- 4) **Health of the Force Report.** Hazing is a factor tracked in the Health of the Force report to the Chief of Naval Operations (CNO). The Health of the Force report is sent semi-annually to CNO and all subordinate Commanders as an ongoing Navy best practice. In this report, hazing and bullying are tracked and reported. The Marine Corps tracks and reports all hazing complaints to the Commandant of the Marine Corps through the Force Preservation Counsel.
- 5) **Military Whistleblower Protection Provision.** Per Navy instruction, SECNAVINST 5370.7D, Service members shall be free to make a protected communication to a member of Congress; an IG; or a member of a DoD audit, inspection, investigation, or law enforcement organization.
- 6) **Anonymous Reporting.** Within the U.S. Navy, hazing and other anonymous complaints can be made through the CO’s suggestion box, the Navy EO advice line, and through the Navy IG. Marine Corps Commanders continue to ensure anonymous complaints may be submitted in writing or telephonically.
- 7) **Navy Investigations.** Within the Naval Services, any allegation of hazing requires an investigation, together with notification of the CO. Anyone who has been hazed, or whose command believes may have been subject to hazing, will be considered a victim.
- 8) **Full Speed Ahead Fleet-wide Training.** The Navy implemented Full Speed Ahead (FSA) during FY 2017, which together with other Fleet-wide training, continued efforts to combat destructive behavior across the Fleet, while reinforcing the core attributes of the Navy as the foundation of a resilient and professional force.
- 9) **Accountability of Marine Corps Commanders.** The Marine Corps implemented a number of policies to enhance Commanders’ accountability. There is a Marine Corps requirement for all Commanders to submit reports of actual, suspected, or alleged hazing via the OPREP 3 order MCO 3504.2A. Commanders are required to assess their

commands within 90 days of assumption of command and annually thereafter. Additionally, Commanders are required to assess their commands using the internal Marine Corps Command Climate Survey within 30 days of assumption of command and annually thereafter, and results of assessments are briefed to the next higher level of leadership. To ensure these requirements were met, Commanders who failed to meet assessment compliance requirements receive mandatory performance evaluation comments for that reporting period.

- 10) The Navy Command Leadership TRIAD.** In the past, certain command ceremonies have been venues for hazing (e.g., abuse during crossing-the-line and Chiefs initiation, tacking on the crow during frocking, and blood pinning at winging). To ensure these ceremonies are conducted in an appropriate and professional manner, Navy leadership (CO/XO/CMC) is always made aware of command-wide ceremonies. Ceremonies and events that take place within the lifelines of the command are discussed at the XO-led Planning Board for Training meetings. These events have a command instruction, which provides guidance and details how the event is to proceed from start to finish.

DEPARTMENT OF THE AIR FORCE

- 1) The Air Force Sexual Communication and Consent Project.** This project will provide Basic Military Trainees with tailored prevention interventions that include a focus on preventing hazing and bullying as forms of sexual assault. A feasibility study for this tablet-based initiative will be conducted in 2018, and will scale up to all trainees in 2019.
- 2) Implementation of a By-Stander Intervention Program.** The Air Force continued its use of their “Green Dot” training program to decrease interpersonal violence across the Service. An evidence-based bystander intervention program, “Green Dot” training is designed to give Airmen and their leaders the skills they need to make a difference in preventing and reducing power-based interpersonal violence, which includes sexual violence, domestic violence, dating violence, stalking, hazing, and bullying. The “Green Dot” program invited all Airmen, including DoD civilian employees, to make preventing hazing and other problematic behavior a priority and to find solutions that decreasing episodes of violence.

VIII. ORGANIZATION OF HAZING COMPLAINTS DATA ANALYSIS

Section IX describes the methodology used for data collection, processing, and analysis. Section X provides the results of data analysis at the aggregate DoD level, based the information included in the hazing complaints reported by the Military Departments. Section XI summarizes the analytic results of each Military Department's data, including more detailed information than available at the DoD level (when available). Section XII provides tables of aggregate data reported for the DoD overall and for each Military Service. Section XIII is a Summary of the Demographic data by Military Departments, Gender, and Duty Status.

IX. METHODOLOGY FOR DATA COLLECTION, PROCESSING, AND ANALYSIS

The Military Departments provided hazing and bullying data from complaints reported between April 23, 2016 and September 30, 2017, in accordance with the Data Collection Template provided in Appendix C. The Military Departments were requested to provide this data by December 12, 2017. The case disposition at the time the data was received is the disposition used for analysis in this report. The Data Collection Template was updated from the prior version used for the reporting period December 23, 2015 through April 25, 2016, in which 83 total complaints were reported.

The revised Data Collection Template used for the current reporting period included additional fields that are collected for other types of problematic behaviors (e.g., sexual harassment and hazing) and revised lists of values for several fields. These changes were intended to improve the quality of the data provided and to facilitate aggregation across Military Departments. The information described in this report is a summary of DoD hazing data from the current reporting period. Analysis of these data form a baseline from which to continue building a robust data set that can be used for trend analysis moving forward.

For each hazing complaint, the Data Collection Template requests both quantitative and qualitative (narrative) information about the complaint and the complainants and alleged offenders involved. The data received was reviewed for accuracy and conformed when necessary to standardize the information across the Military Departments for comparative analysis. The data was processed and aggregated at three levels: by complaint, complainant(s), and alleged offender(s).

As part of this process, complaint narratives were reviewed to ensure the integrity of the quantitative data provided. Questions about data structure and content were sent to the Military Departments, noting any changes required to achieve standardized data within and across Military Departments. Updates to achieve improved standardization were made to submitted data only with approval from the Military Department. Any exceptions are noted in the analysis set forth in this report.

There were several differences in the collection and reporting of hazing behavior across the Military Departments, which prohibited comparison of all data across the DoD, and, in certain complaints, made interpretation of data at the DoD level challenging. For example, because the problematic behavior classification decision often involves determining the alleged offender's intent, there were differences in how complaints were classified and substantiated as hazing, bullying, and/or other problematic behavior.

In addition, each Military Service used a different data collection tool, which resulted in variances in: (a) whether data was reported on more than one complainant and/or alleged offender; (b) which fields were collected and the level at which they were reported (case vs. alleged offender level); and (c) which values from the standardized template were input for the associated fields. Finally, the Marine Corps had very detailed data that required extensive manipulation in order to aggregate with data from the other Military Departments.

FR2/ANALYSIS OPERATIONAL DEFINITIONS

In order to achieve consistency in hazing behavior data reported across Military Departments, the definitions provided below were used, with exceptions as noted.

Case – For the purposes of this report, a case is defined as a complaint by at least one complainant (who may or may not be the victim) against at least one alleged offender who engaged in at least one instance of the problematic behavior. Note, the Navy had one case without a complainant and one case without an alleged offender and both were counted.

Substantiated Case – A case in which at least one complaint against one of the alleged offenders in the case was substantiated. Note that it is possible for a case to have multiple alleged offenders involved, and all alleged offenders may not necessarily be substantiated. However, as long as there is one substantiated alleged offender, the case is considered substantiated.

Unsubstantiated Case – A case in which all of the complaints against all alleged offenders were found to be unsubstantiated.

Pending Case – A case in which none of the complaints against any of the alleged offenders are substantiated and at least one complaint against any of the alleged offenders is still pending a finding of investigation.

Inconclusive Case – A case in which there was insufficient information to pursue an investigation. Note that this field is a value for the “disposition” field on the Data Collection Template, but issued only by the Air Force. It was used in complaints in which the original complainant could not be contacted to provide additional information or the complaint was reported anonymously and was not specific enough to permit investigation.

Substantiated Offender – An alleged offender confirmed as an offender for their role in a hazing complaint based on investigative findings. However, the level of reporting of substantiated offenders differed between Military Departments, ranging from providing the

disposition at the case level down to the investigation finding for each type of alleged behavior and alleged offender.

Data not available – Term used for the purposes of this report to describe any missing information that was not included in the data received from the Military Services. This may be because the data was not collected or because, due to a desire to protect personal identifying information, the Military Service did not provide it. This term also includes data reported by the Military Services as “unknown.” This may be because the data is not collected or because it did not become available through the course of the investigation.

X. DOD HAZING DATA ANALYSIS SUMMARY

This section of the report includes a DoD summary and analysis of hazing data submitted by the Military Services. It also describes information about the offenders and the corrective/disciplinary actions administered. Finally, it provides information on the complainants associated with these substantiated hazing cases.

Overall Results

Reporting of hazing complaints is increasing. In the initial reporting period, from December 23, 2015 to April 25, 2016, 83 complaints alleging hazing were reported. Over the same reporting period one year later, from December 23, 2016 to April 25, 2017, 92 complaints of hazing were reported. This represents an 11 percent increase in reported complaints over one year. The change in reporting from FY 2017 to FY 2018 will be more easily comparable in next year’s report. A full synopsis of the complaints received during the current reporting period is provided below.

Based on the data reported on hazing complaints across the DoD for the period addressed in this report (April 26, 2016 to September 30, 2017), almost all hazing occurred on a military installation within the Continental United States (CONUS). The majority of the complaints involved some form of physical contact, either in isolation or in combination with other types of hazing behaviors, between male offenders and male complainants. The majority of offenders and complainants were on-duty when the hazing behavior occurred.

Approximately 75 percent of the alleged offenders were pay grades E-3, E-4, or E-5 and approximately 75 percent of complainants were pay grades E-2 or E-3. Hazing prevention efforts may be most effective when targeting potential physical hazing behavior engaged in by Service members of these pay grades.

Approximately 33 percent of substantiated offenders reported receiving more than one corrective or disciplinary action. Regardless of the number of corrective or disciplinary actions received, the most common corrective or disciplinary actions administered were non-judicial punishments (NJP), including reduction in grade, restriction, forfeiture of pay, and/or extra duty. Administrative actions, specifically letters of reprimand, were also common. No relationship was found between category of corrective action and type of hazing behavior.

Detailed Analysis of DoD Hazing Complaints

From April 26, 2016 to September 30, 2017, the Military Departments reported 415 complaints alleging hazing behavior. Together these 415 complaints involved a total of 824 alleged offenders and 733 complainants. Of the 415 complaints, 58.1 percent (n=241) involved one alleged offender and 41.7 percent (n=173) involved multiple alleged offenders. Similarly, the majority of the 415 complaints involved one complainant (n=308; 74.2 percent) versus multiple complainants (n=106; 25.5 percent). The Navy had one case with no alleged offender and one case with no complainant.

Complaints ranged from 0-16 alleged offenders and 0-30 complainants per case. Approximately 75 percent of the complaints were reported by the Marine Corps (n=314; 75.7 percent), with Army reporting 13.3 percent (n=55), Navy reporting 7.7 percent (n=32), and Air Force reporting 3.4 percent (n=14).

It is interesting to note that the Service with the smallest population, the Marine Corps, reported the most complaints of hazing. However, a large proportion of complaints-to-population does not necessarily reflect a more significant issue with hazing in that Service. Instead, it may reflect a better data collection and reporting system and/or a culture that encourages complainants to come forward. In fact, the Marine Corps attributes the number of Marine Corps hazing complaints reported primarily to the Commandant's increased emphasis on reporting and investigating all alleged complaints of hazing.

The disposition of the 415 complaints is broken out as follows:

- Substantiated: 46.0 percent (n=191)
- Unsubstantiated: 42.7 percent (n=177)
- Pending: 10.6 percent (n=44)
- Inconclusive (used only by Air Force): 0.7 percent (n=3)

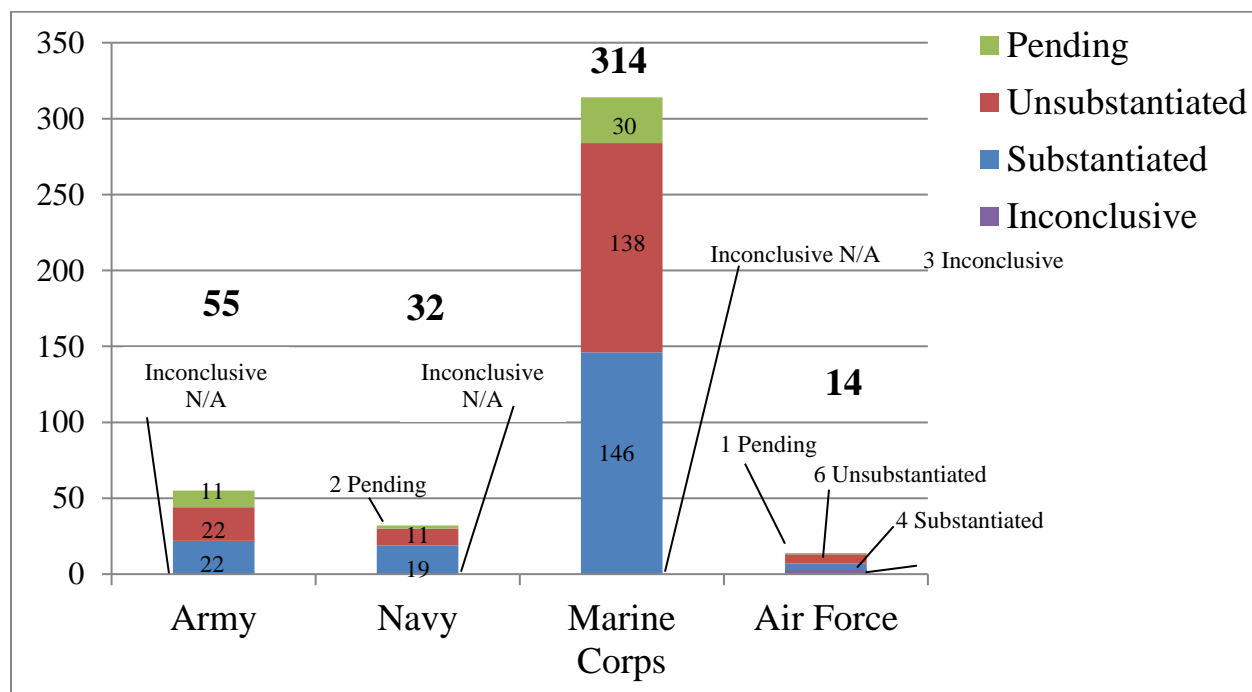


Figure 3. Disposition of Hazing Complaints (n=415)

The analysis provided in this report focuses on the 191 substantiated hazing complaints. When interpreting the results of the data aggregated across Military Services, it is important to take into account that the majority of these substantiated complaints (n=146; 76.4 percent) were reported by the Marine Corps, with all other Military Services contributing just one fourth of the substantiated complaints [11.5 percent (n=22) Army, 9.9 percent (n=19) Navy, and 2.1 percent (n=4) Air Force].

Data analysis is conducted at the DoD level when at least three of the four Military Services input information about their complaints into the associated Data Collection Template field. Any missing or unknown data is noted in the context of the analyses.

Nature of Allegation for Substantiated Complaints

A complaint may involve multiple allegations or types of hazing behavior. At least one type of seven different hazing behaviors (physical, psychological, verbal, non-verbal, written, use of electronic media, and social media) was selected for each substantiated case, and often in combination. When examining each type of hazing behavior, there were a total of 290 allegation types in the 191 substantiated complaints.

Regardless of how the allegation types might have been combined within an individual case, the majority of the 290 allegation types involved physical contact (n=159; 54.8 percent). Verbal hazing behavior made up 27.6 percent (n=80) of the allegations. Lesser reported types of hazing behavior included: psychological (n=25; 8.6 percent), non-verbal (n=19; 6.6 percent), social media (n=4; 1.4 percent), electronic media (n=2; 0.7 percent), and written (n=1; 0.3 percent).

It is important to note that not all Military Services consistently tracked all types of hazing behavior. Exceptions are noted in the review, by Service, in Sections XII. Figure 4, below, displays the Nature of Allegation by Service, with the lesser reported types combined.

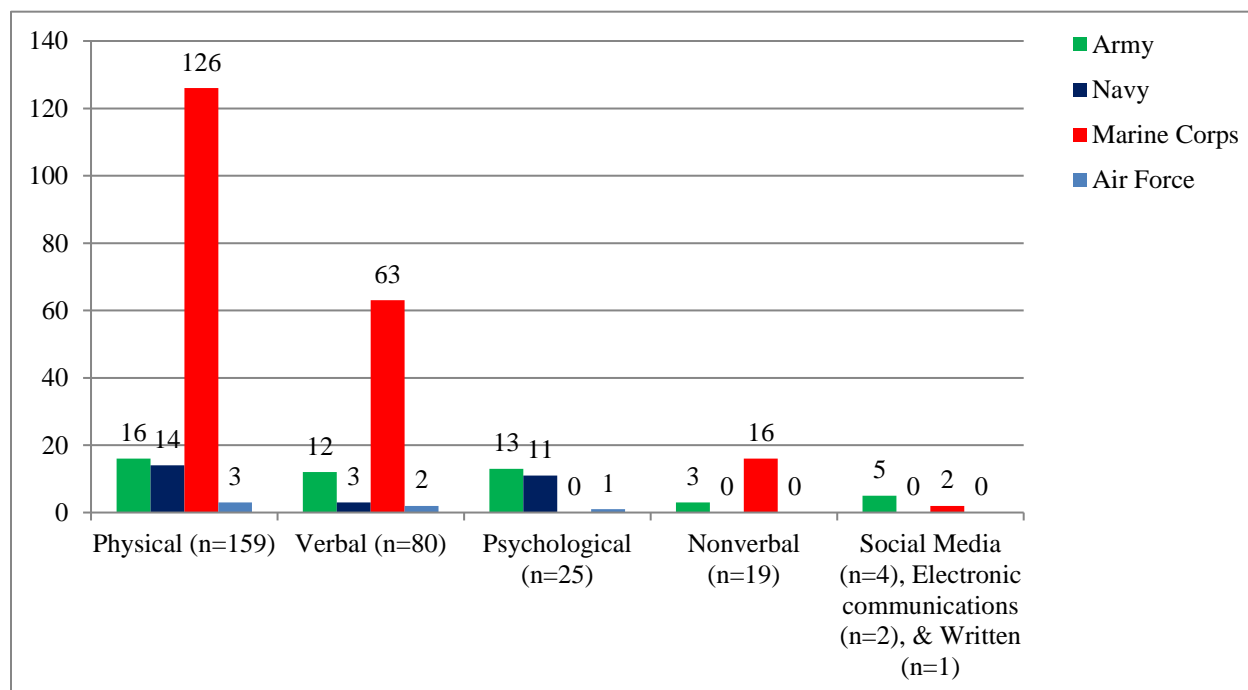


Figure 4. Types of Allegation for Substantiated Hazing Complaints (n=290)

Of the 191 substantiated hazing complaints, 60.7 percent (n=116) involved only one single type of hazing behavior.

- Physical alone (n=91; 47.7 percent)
- Verbal alone (n=14; 7.3 percent)
- Non-verbal alone (n=6; 3.1 percent)
- Psychological alone (n=5; 2.6 percent)

Social media, electronic communications, and written behavior alone were not attributed to any substantiated hazing complaints. The remaining 39.3 percent (n=75) of the substantiated hazing complaints involved a combination of two to four types of hazing behavior, as described below:

33.5 percent (n=64) involved two types of hazing behavior

- Physical and verbal (n=41; 21.5 percent)
- Physical and non-verbal (n=5; 2.6 percent)
- Physical and psychological (n=5; 2.6 percent)
- Psychological and verbal (n=5; 2.6 percent)
- Verbal and non-verbal (n=4; 2.1 percent)
- Physical and social media (n=2; 1.0 percent)
- Physical and electronic communication (n=1; 0.5 percent)
- Written and electronic communication (n=1; 0.5 percent)

4.7 percent (n=9) involved three types of hazing behavior

- Physical, psychological and verbal (n=7; 3.7 percent)
- Physical, psychological and non-verbal (n=1; 0.5 percent)
- Physical, verbal and social media (n=1; 0.5 percent)

1.0 percent (n=2) involved four types of hazing behavior

- Physical, psychological, verbal and non-verbal (n=1; 0.5 percent)
- Physical, psychological, verbal and social media (n=1; 0.5 percent)

Location of Complaints

Data was collected to assess whether the hazing complaints occurred on a military installation or in a non-military locale, as well as whether they occurred within or outside of the Continental United States (CONUS vs. OCONUS). The majority of substantiated hazing complaints occurred on a military installation (n=188; 98.4 percent), with only 1.6 percent (n=3) occurring off of military installation. The majority of complaints occurred CONUS (n=144; 75.4 percent), with 12.6 percent (n=24) occurring OCONUS and 12.0 percent (n=23) reported as unknown. Of the three substantiated complaints that occurred in a non-military locale, one occurred CONUS, another OCONUS, and another in an unknown location. Of the hazing complaints occurring on a military installation, three out of four occurred CONUS.

Offender Characteristics

Given that each alleged offender is investigated separately for his/her role in a hazing complaint, when the same case involves multiple alleged offenders, not all will necessarily be found substantiated. The 191 substantiated complaints reported involved 412 substantiated offenders and 52 unsubstantiated alleged offenders. The 177 unsubstantiated complaints involved 273 alleged offenders. The 44 pending complaints involved 84 alleged offenders, and the 3 inconclusive complaints involved 3 alleged offenders. The focus of the analysis that follows is on the data associated with the 412 substantiated offenders. When possible, analysis is provided at both the case and offender level.

Note that the Military Services did not consistently report certain demographic characteristics relative to each case, therefore the following characteristics about the substantiated complaints were not analyzed at the DoD level because data was not available from at least three Military Services: Race, Hispanic Ethnicity, Religion, and Age. If available, detailed analysis of these characteristics can be found in the appropriate Service-specific results described in Section XIII.

A total of 412 offenders were substantiated in 191 substantiated complaints by 416 complainants. In some complaints, there was evidence to substantiate that the same offender engaging in hazing behavior against multiple complainants. Substantiated complaints involved 1-16 alleged offenders per case. Of note, the Military Departments did not capture data consistently on all of the alleged or substantiated offenders. For instance, the Air Force only reports the alleged offender with the highest rank. In at least one of the Air Force's substantiated complaints, there were nine other alleged offenders whose data was not reported.

A case with multiple offenders is provided below as an example, with a description of the types of information available for each offender, if collected.

Example Hazing Complaint involving 16 Offenders:

This hazing complaint involved an allegation of physical hazing behavior. Specifically, in the living quarters, the complainant was knocked to the ground, his legs and arms were restrained and he was repeatedly punched and kicked. The alleged hazing occurred CONUS and the convening authority was notified within 3 days.

The complainant was the victim, an Active Duty E-2, off-duty with specific duty status as Advanced Individual Training. The victim was a white non-Hispanic 19-year old Christian male.

There were 16 substantiated offenders involved in the case. All of the offenders were white male, two (2) of whom were Hispanic. The offenders were Active Duty enlisted, E-1 (n=2) and E-2 (n=14), off-duty with the specific duty status Advanced Individual Training. Ten (10) of the offenders were Christian and the remaining 6 were non-religious. The age range of the offenders was between 19-24 years. All the offenders received corrective / disciplinary actions, with the following four corrective /

disciplinary actions administered to each of the 16 offenders: Extra Duty, Forfeiture of Pay, Reduction in Grade, and Restriction.

The above complaint exemplifies the type of data available in aggregate, if collected for each offender.

This section summarizes all data available about substantiated hazing offenders at the DoD level. The large majority of the 412 substantiated offenders (n=352; 85.4 percent) were on-duty when engaging in hazing behavior, with the remaining 14.6 percent (n=60) off-duty. The offender's specific duty status differed by Service and, in the majority of complaints, did not adhere to the standardized list of values in the Data Collection Template, and therefore any specific description of breakout beyond on-duty and off-duty (see Figure 5) is not possible at this time.

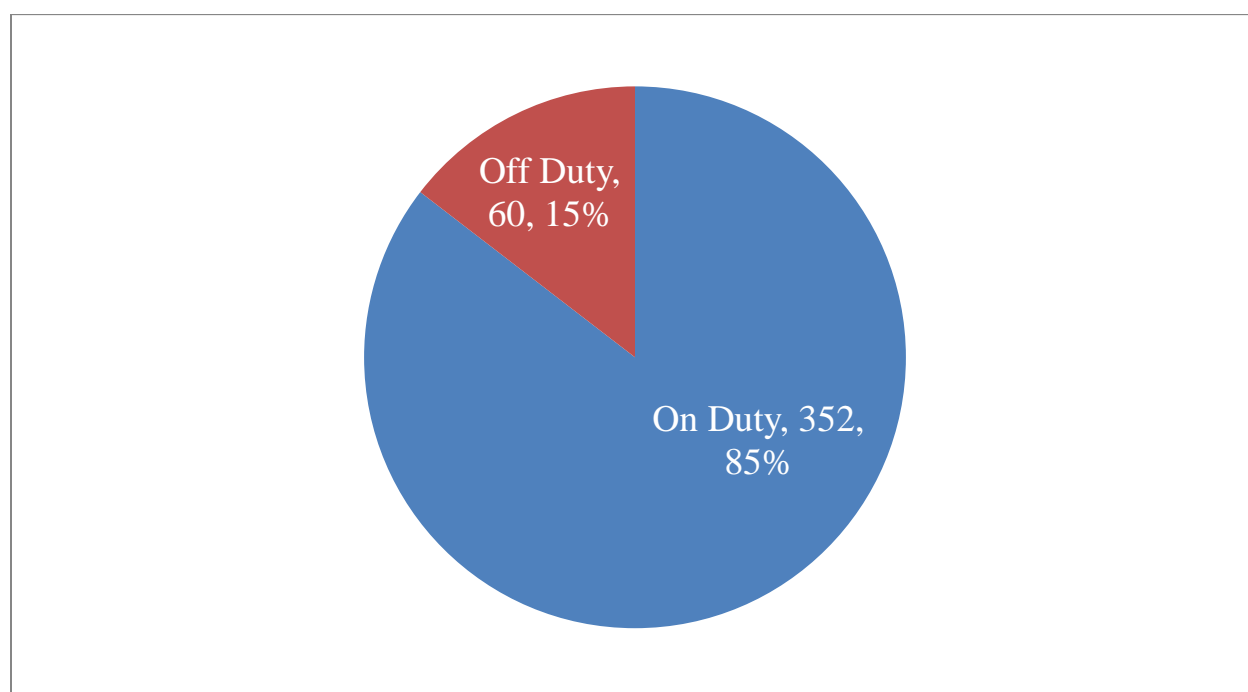


Figure 5. Substantiated Offender General Duty Status (n=412)

The majority of offenders were male (n=397; 96.3 percent), with 2.7 percent (n=11) female and the gender was unknown for 1.0 percent (n=4). Similarly, the overwhelming majority were Active Duty (n=401; 97.3 percent) [387 males, 10 females, 4 unknown], with 2.3 percent (n=9) male Reservists, 0.2 percent (n=1) male DoD civilian, and 0.2 percent (n=1) female DoD Government Contractor.

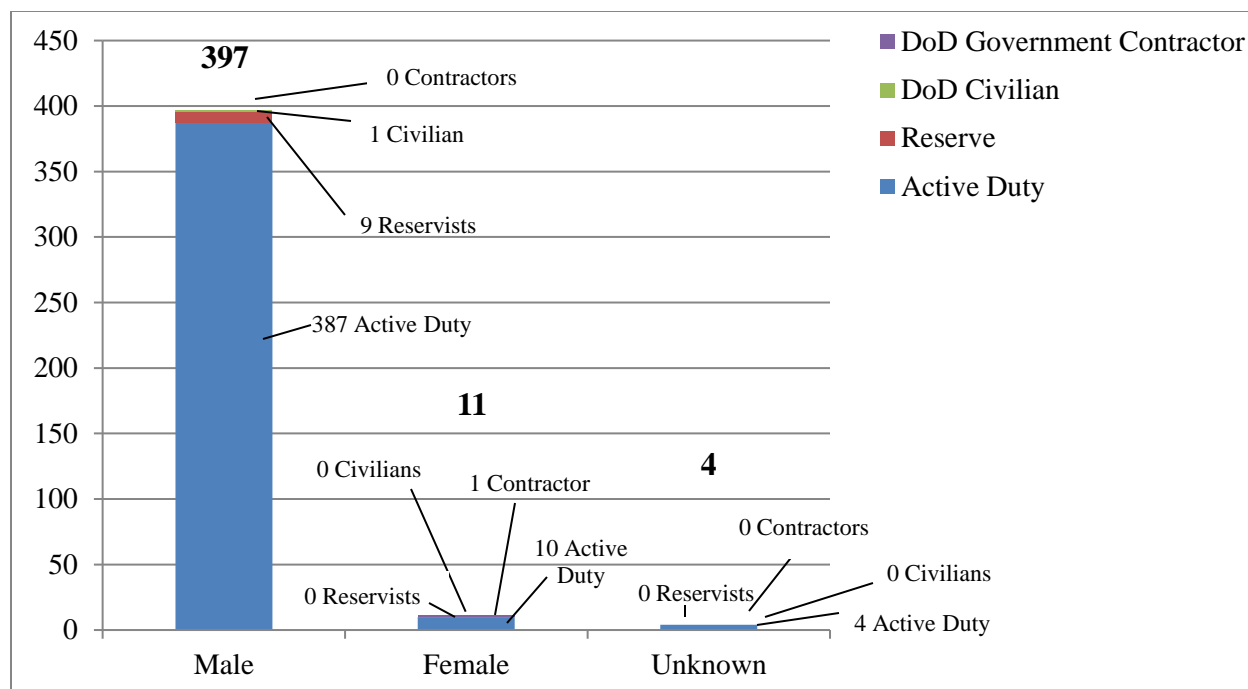


Figure 6. Substantiated Offender Gender by Military Status (n=412)

Out of 412 offenders, 97.6 percent (n=402) were enlisted, 1.4 percent (n=6) were officers, 0.2 percent (n=1) was a chief warrant officer, 0.2 percent (n=1) was a DoD civilian (GS-12), 0.2 percent (n=1) was a DoD government contractor, and 0.2 percent (n=1) was unknown. The pay grades of the 412 offenders are listed below in ranked order, and Figure 7 and Figure 8 show pay grade grouping by the offender's gender:

1. E-4 (n=133; 32.3 percent)
2. E-3 (n=107; 26.0 percent)
3. E-5 (n=74; 18.0 percent)
4. E-6 (n=25; 6.1 percent)
5. E-7 (n=24; 5.9 percent)
6. E-2 (n=23; 5.6 percent)
7. E-1 (n=9; 2.2 percent)
8. E-8 (n=7; 1.7 percent)
9. O-4 (n=2; 0.5 percent)
10. O-3 (n=2; 0.5 percent)
11. O-2 (n=1; 0.2 percent)
12. O-5 (n=1; 0.2 percent)
13. W-2 (n=1; 0.2 percent)
14. DoD Civilian (GS-12) (n=1; 0.2 percent)
15. DoD Government Contractor (n=1; 0.2 percent)
16. Unknown (n=1; 0.2 percent)

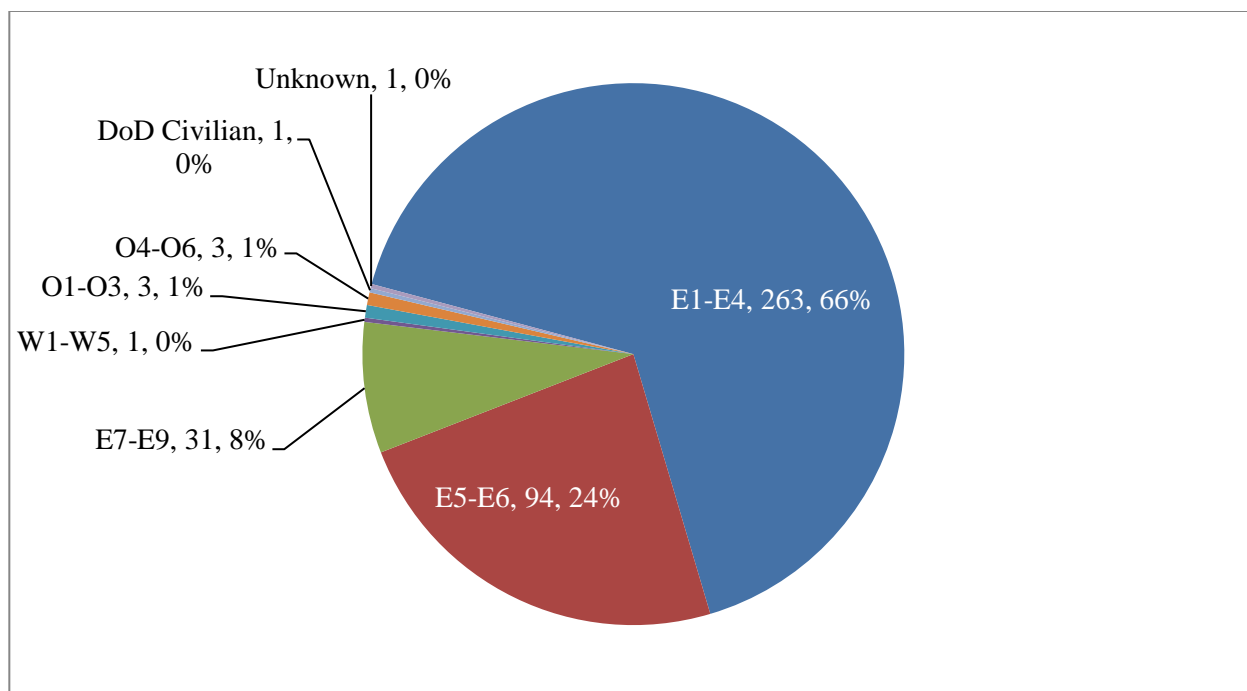


Figure 7. Substantiated Male Offender Pay Grade Grouping (n=397)

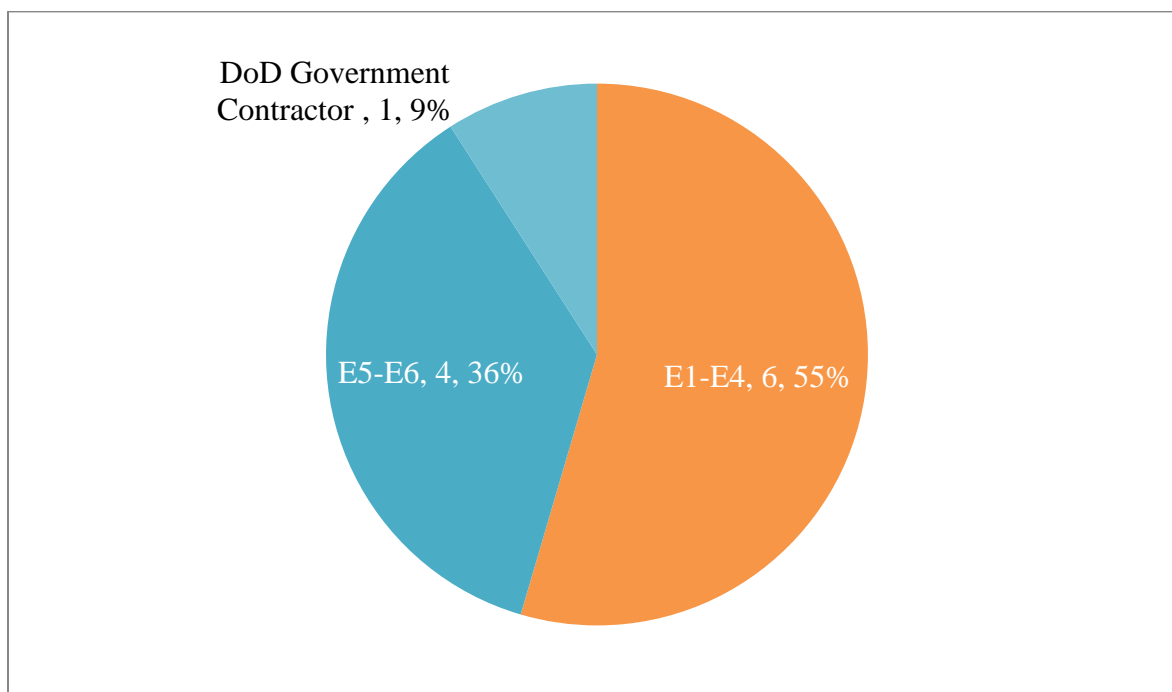


Figure 8. Substantiated Female Offender Pay Grade Grouping (n=11)

Although the Marine Corps provided a disposition for each type of allegation for each alleged offender, only substantiated allegations were counted in the DoD level analysis. When examining each type of hazing behavior, regardless of its combination with other types, there were a total of 576 allegation types for the 412 substantiated offenders. The majority of the 576 allegation types involved physical contact (62.3 percent; n=359). Verbal hazing behavior made

up 25.5 percent (n=147) of substantiated offenders. Lesser reported types of hazing behavior included psychological (n=34; 5.9 percent), non-verbal (n=26; 4.5 percent), social media (n=7; 1.2 percent), electronic media (n=2; 0.4 percent), and written (n=1; 0.2 percent).

Of the 412 substantiated offenders, 64.3 percent (n=265) engaged in only one single type of hazing behavior:

- Physical alone (n=223; 54.1 percent)
- Verbal alone (n=25; 6.1 percent)
- Non-verbal alone (n=12; 2.9 percent)
- Psychological alone (n=5; 1.2 percent)

Similar to when this was reported at the case level, social media, electronic communications, and written behaviors alone were not attributed to any substantiated hazing offenders. The remaining 35.7 percent (n=147) of the substantiated offenders involved a combination of two to four types of hazing behavior.

32.0 percent (n=132) of offenders engaged in two types of hazing behavior

- Physical and verbal (n=98; 23.8 percent)
- Physical and psychological (n=10; 2.4 percent)
- Physical and non-verbal (n=8; 1.9 percent)
- Psychological and verbal (n=6; 1.5 percent)
- Physical and social media (n=4; 1.0 percent)
- Verbal and non-verbal (n=4; 1.0 percent)
- Physical and electronic communication (n=1; 0.2 percent)
- Written and electronic communication (n=1; 0.2 percent)

3.2 percent (n=13) engaged in three types of hazing behavior

- Physical, psychological and verbal (n=10; 2.4 percent)
- Physical, verbal and social media (n=2; 0.5 percent)
- Psychological, physical and non-verbal (n=1; 0.2 percent)

0.5 percent (n=2) engaged in four types of hazing behavior

- Physical, psychological, verbal and non-verbal (n=1; 0.2 percent)
- Physical, psychological, verbal and social media (n=1; 0.2 percent)

Offender Relationship to Complainant(s)

There were 1,052 substantiated offender-complainant relationships reported between 412 substantiated offenders and 416 complainants. The number of relationships is more than the number of offenders because one offender can have many relationships with multiple complainants or vice versa. For example, in a case with eight offenders and two complainants, each complainant reported each offender for a total of 16 offender-complainant relationships. The offender's relationship to the complainant was primarily reported as the following, in ranked order:

1. Unknown (n=713, 67.8 percent)
2. Military chain of command – higher rank (n=152; 14.4 percent)
3. Military co-worker (n=83; 7.9 percent)

4. Military person of a higher rank, not in the chain of command (n=83; 7.9 percent)
5. Military subordinate (n=9; 0.9 percent)
6. No relationship (complainant with no offender or offender with no complainant) (n=6; 0.6 percent)
7. Other (n=4, 0.4 percent)
8. Civilian coworker (n=1, 0.1 percent)
9. Other military person (n=1, 0.1 percent)

Gender relationship was also examined. Of the 1,052 offender-complainant relationships, the majority were between the same genders, with the breakdown as follows:

- Same Gender Relationship (n=953, 90.6 percent):
 - Male Offender, Male Complainant (n=942; 89.5 percent)
 - Female Offender, Female Complainant (n=11; 1.1 percent)
- Different Gender Relationship (n=82, 7.8 percent):
 - Male Offender, Female Complainant (n=70; 6.7 percent)
 - Female Offender, Male Complainant (n=12; 1.1 percent)
- Unknown Gender Relationship (n=17, 1.6 percent):
 - Unknown Offender, Male Complainant (n=4; 0.4 percent)
 - Male Offender, Missing or Unknown Complainant (n=13; 1.2 percent)

Corrective / Disciplinary Action

The Data Collection Template permitted reporting of up to five separate corrective / disciplinary actions administered to offenders. Of the 412 offenders, 33.7 percent (n=139) received more than one corrective / disciplinary actions, almost always in the same category, e.g., Administrative or Non-Judicial Punishment. The breakdown is as follows:

- Two corrective/disciplinary actions (n=29, 7.0 percent)
- Three corrective/disciplinary actions (n=41, 10.0 percent)
- Four corrective/disciplinary actions (n=67, 16.3 percent)
- Five corrective/disciplinary actions (n=2, 0.5 percent)

Nearly half (n=190, 46.1 percent) of the offenders received one corrective/disciplinary action and the remaining twenty percent of the substantiated offenders (n=83; 20.1 percent) had corrective/disciplinary actions that were unknown, missing, or pending.

A total of 732 corrective/disciplinary actions could have been administered to the 412 offenders, however, 5 substantiated offenders had pending corrective/disciplinary actions, 54 substantiated offenders had unknown corrective/disciplinary actions and 24 corrective/disciplinary actions were missing or not reported. The remaining 649 corrective/disciplinary actions administered averaged 1.6 per offender. The majority of the 649 corrective/disciplinary actions were categorized as Non-Judicial Punishment (NJP) (n=495; 76.3 percent), 22.9 percent (n=149) were classified as administrative corrective/disciplinary actions, 0.6 percent (n=4) were classified as General Courts Martial (GCM) and 0.2 percent (n=1) was classified as other corrective/disciplinary action (i.e., verbal counseling).

The 649 corrective/disciplinary actions administered to the 412 offenders are listed below in ranked order:

1. NJP – Reduction in Grade (n=138, 21.3 percent)
2. NJP – Restriction (n=126, 19.4 percent)
3. NJP – Forfeiture of Pay (n=119, 18.3 percent)
4. Letter of Reprimand (n=108, 16.6 percent)
5. NJP – Extra Duty (n=101, 15.6 percent)
6. Letter of Admonishment (n=18, 2.8 percent)
7. Letter of Counseling (n=13, 2.0 percent)
8. Administrative Discharge (n=10, 1.5 percent)
9. NJP – Admonition (n=10, 1.5 percent)
10. GCM – Fine (n=2, 0.3 percent)
11. GCM – Reduction in Grade (n=2, 0.3 percent)
12. NJP – Correctional Custody (n=1, 0.2 percent)
13. Other (n=1, 0.2 percent)

Combinations of corrective/disciplinary action categories are listed below in ranked order:

1. Administrative Action (AA) (n=147; 35.7 percent)
2. NJP, NJP, NJP and NJP (n=67; 16.3 percent)
3. NJP (n=42; 10.2 percent)
4. NJP, NJP and NJP (n=40; 9.7 percent)
5. NJP and NJP (n=27; 6.6 percent)
6. GCM and GCM (n=2; 0.5 percent)
7. NJP, NJP, and AA (n=1; 0.2 percent)
8. NJP, NJP, NJP, NJP and AA (n=1 and 0.2 percent)
9. NJP, NJP, NJP, NJP and NJP (n=1; 0.2 percent)
10. Other (n=1; 0.2 percent)
11. Pending (n=5; 1.2 percent)
12. Unknown (n=54; 13.1 percent)
13. Missing (n=24; 5.8 percent)

There is no relationship between the categories of corrective/disciplinary action administered to the offender and the types of hazing behavior in which he/she engaged.

Repeat Offender(s)

Although requested in the Data Collection Template, only Marine Corps data indicated whether or not the offender had been substantiated for hazing in a different complaint in the past. None of the complaints reported by the Marine Corps, regardless of disposition, involved a repeat offender.

Complainant Characteristics

The 191 substantiated complaints reported involved 416 complainants associated with substantiated offenders, 5 complainants associated with unsubstantiated alleged offenders, and 4 complainants associated with alleged offenders pending a finding of investigation. The 177 unsubstantiated complaints involved 221 complainants associated with unsubstantiated alleged offenders. The 44 pending complaints involved 84 complainants associated with alleged offenders pending a finding of investigation, and the 3 inconclusive complaints involved 3 complainants associated with an inconclusive disposition.

The focus of the analysis that follows is on the data associated with the 416 complainants involved in the 191 substantiated complaints. When possible, analysis is provided at both the case and complainant level. Note that as described in the sub-section on the offenders' characteristics, complainants' characteristics such as race, Hispanic ethnicity, religion, and age were not reported consistently across the Military Services. These characteristics, when available, can be found within the appropriate Service-specific analysis results described in Section XIII.

A total of 416 complainants were substantiated in 191 complaints involving 412 substantiated offenders. Of 416 complainants, 71.4 percent (n=297) involved more than one complainant within the same complaint and 20.2 percent involved more than one alleged offender within the same complaint (regardless of the number of complainants). Substantiated complaints involved 1-30 complainants per case. Before describing the complainant characteristics at the DoD level, an example of a case involving multiple complainants is provided below.

Example hazing case involving 30 complainants:

This hazing case involved an allegation of physical hazing behavior. A video was posted on Facebook depicting Service members duck walking while holding hands and screaming "aye aye corporal" on the barracks basketball courts during a field day police call. Hazing occurred in the CONUS and the convening authority was notified within 3 days.

Of the 30 complainants involved, all were Victims, enlisted Active Duty; either E-2 (n=13) or E-3 (n=17), on-duty with specific duty status "On Hand" (on-duty) (n=29), or Advanced Individual training (n=1). There were 23 males and 7 females. Twenty-three (23) were non-Hispanic white including all the females. The remaining were American Indian (n=2) and one (1) Non-Hispanic Black or African American. The victims were either Christian (n=16) or non-religious (n=14), their ages ranged between 18 to 22 years of age. None of the complainants filed the complaint anonymously.

There were 14 alleged offenders involved in the case. Ten (10) of whom were unsubstantiated and the remaining 4 were substantiated offenders. All substantiated offenders were male, Active Duty enlisted, E-3 (n=2) and E-4 (n=2), on-duty with specific duty status "on Hand" (on-duty). Two were

non-Hispanic white, 1 was Hispanic White, and 1 was non-Hispanic Black or African American. The substantiated offenders were Christian. Their ages ranged between 18-22 years of age. All substantiated offenders received 2-3 corrective/disciplinary actions per person. Restriction was the most common corrective/disciplinary action received (n=4), followed by Reduction in Grade (n=3), Forfeiture of Pay (n=2) and Extra duty (n=2). The highest number of corrective/disciplinary actions received for a given offender was 4 (n=1), followed by 3 (n=1), and the lowest was 2 (n=2).

The unsubstantiated offenders were Active duty enlisted, E-4 (n=6) and E-5 (n=4), on-duty with specific duty status “on Hand” (on-duty). The majority were male (n=9) and one (n=1) Hispanic white female. There were six (n=6) White Non-Hispanic males and three (n=3) Blacks/African Americans. Two (n=2) of the Black/African American were non-Hispanic and the third’s Black/African American ethnicity was unknown. Most of the unsubstantiated offenders were Christian (n=6), followed by non-religious (n=3) and one (n=1) other. The age range of the unsubstantiated offenders was 18-25 years of age.

The remainder of this section focuses on the 416 DoD complainants. Of the total 416 DoD complainants, seven (n=7, 1.7 percent) complainants filed complaints anonymously; therefore, their characteristics are reported as unknown. In the majority of the complaints, the complainants were the victims (n=402; 96.6 percent), including all complainants reported by Navy and Marine Corps. The remaining complainants were third party witnesses (n=6; 1.5 percent), “other” (n=3; 0.7 percent), or unknown (n=5; 1.2 percent).

The majority of the complainants (n=382; 91.8 percent) were on-duty when the hazing occurred, with 29 (7.0 percent) off-duty, and 5 (1.2 percent) complainants’ duty status listed as unknown, (see Figure 9). The complainant’s specific duty status differed by Service, and in the majority of complaints, did not adhere to the standardized list of values in the Data Collection Template. Therefore, any specific duty description breakout is not possible at this time.

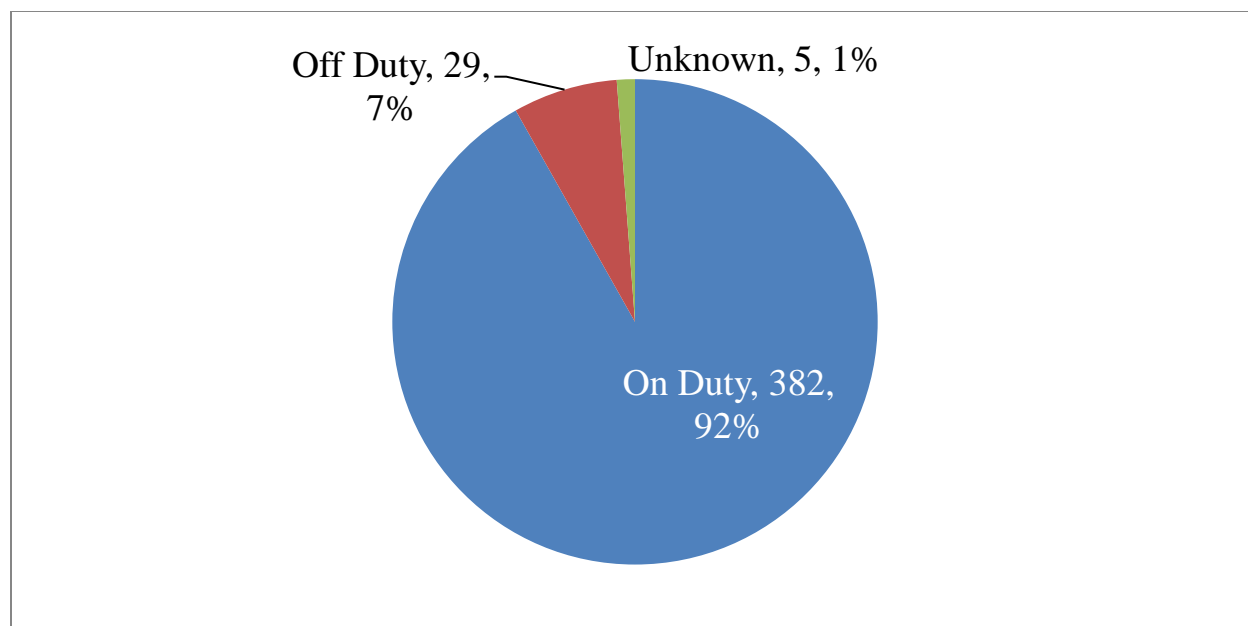


Figure 9. Complainant General Duty Status (n=416)

The majority of complainants were male (n=373; 89.7 percent), with 9.1 percent (n=38) female. Gender was unknown for 1.2 percent (n=5). Similarly, the majority of complainants were Active Duty (n=398; 95.7 percent). More specifically, there were 362 male, 36 female, and 1 unknown gender Active Duty complainants. The remaining complainants' military status was as follows: 1.7 percent (n=7) male Reservists, 0.5 percent (n=2) Army National Guard (1 male and 1 female), 0.2 percent (n=1) female DoD civilian, and 0.2 percent (n=1) male Non-DoD. The data on military status were unknown for 1.7 percent (n=7) complainants (3 male and 4 gender unknown).

Out of 416 complainants, 97.4 percent (n=405) were enlisted, 0.5 percent (n=2) were officers, 0.2 percent (n=1) was DoD Civilian (GS-6) employee, 0.2 percent (n=1) was Non-DoD civilian, and 1.7 percent (n=7) were unknown. The pay grades of the 412 complainants are listed below in ranked order, and are broken out by gender in Figure 10 and Figure 11:

1. E-3 (n=167; 40.2 percent)
2. E-2 (n=161; 38.7 percent)
3. E-4 (n=31; 7.5 percent)
4. E-1 (n=24; 5.8 percent)
5. E-5 (n=16; 3.9 percent)
6. E-6 (n=5; 1.2 percent)
7. E-9 (n=1; 0.2 percent)
8. O-1 (n=1; 0.2 percent)
9. O-2 (n=1; 0.2 percent)
10. DoD Civilian (GS-6) (n=1; 0.2 percent)
11. Non-DoD Civilian (n=1; 0.2 percent)
12. Unknown (n=7; 1.7 percent)

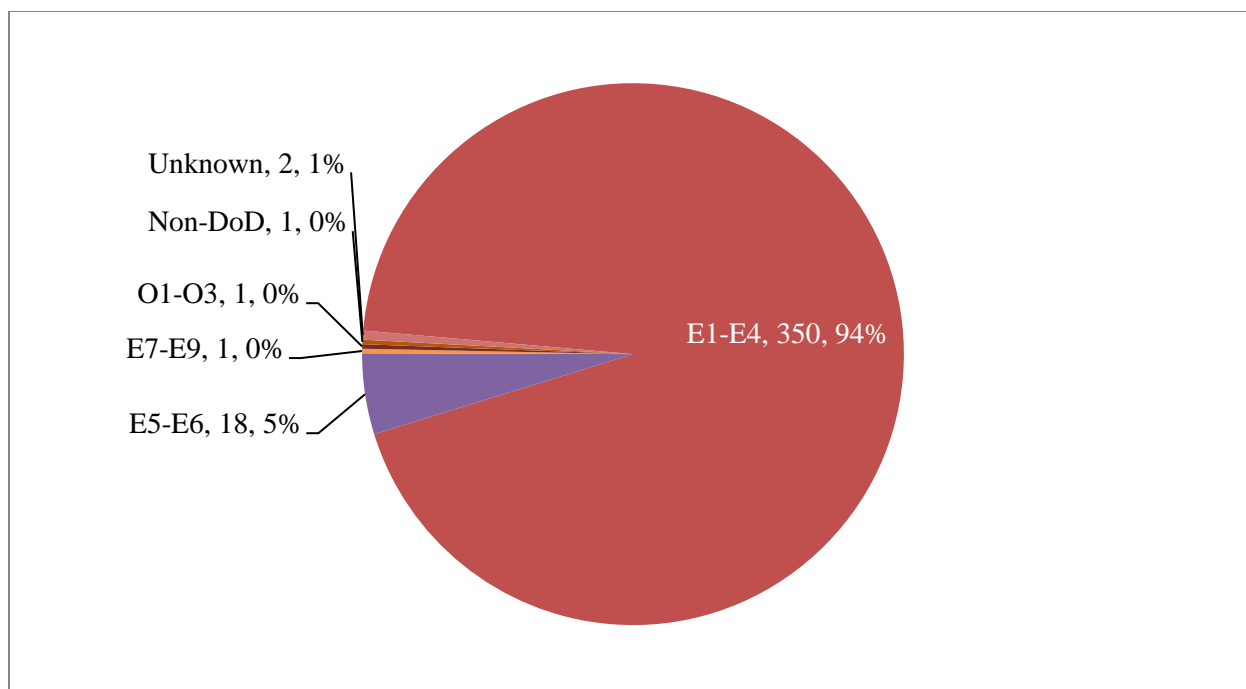


Figure 10. Male Complainant Pay Grade Grouping (n=373)

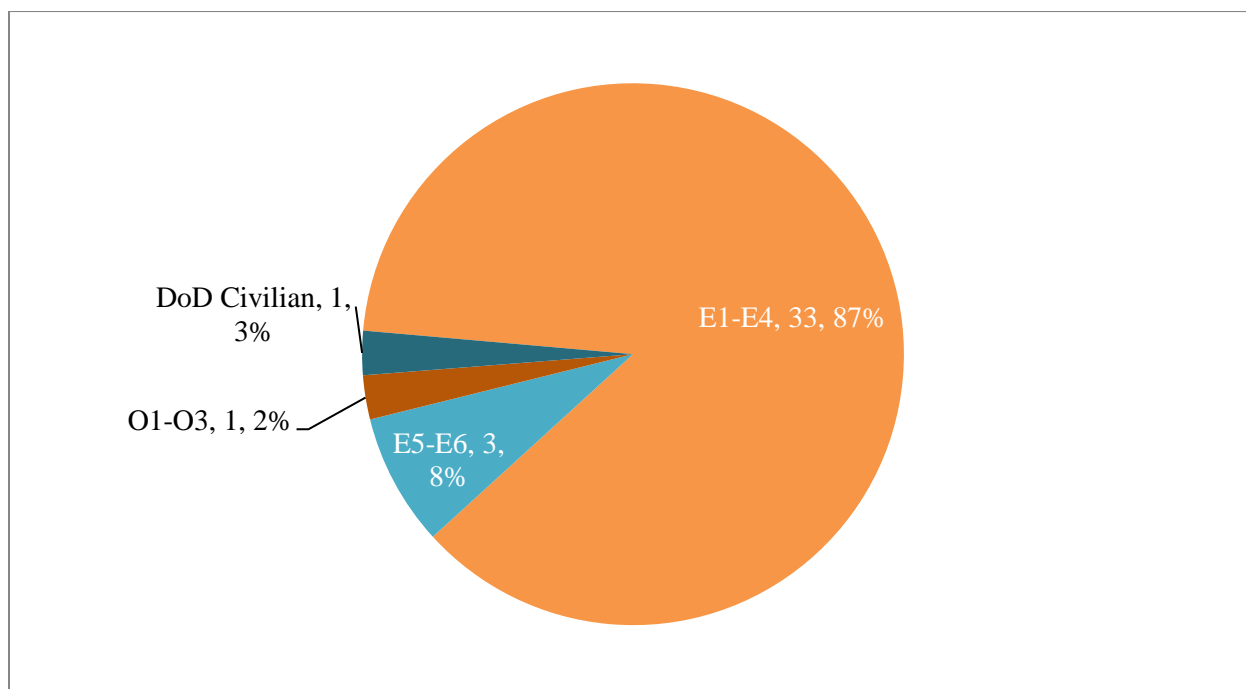


Figure 11. Female Complainant Pay Grade Grouping (n=38)

XI. ANALYSIS OF HAZING COMPLAINTS BY MILITARY SERVICE

ARMY

HAZING COMPLAINTS ANALYSIS

The Army reported 55 hazing complaints from April 23, 2016, to September 30, 2017, involving 104 alleged offenders and 60 complainants. The Army provided data from three separate organizations: Army IG (n= 45; 81.8 percent), Army EO Office (n=8; 14.6 percent), and Army CID (n=2; 3.6 percent). Each organization collected data in a slightly different manner. The lack of consistency within the Army data presented a challenge in combining the data for analysis across the Army as a whole.

Of the 55 hazing complaints, 33 (60.0 percent) involved one alleged offender and one complainant. The remaining 22 (40.0 percent) complaints involved more than one alleged offender, with three of them also involving more than one complainant. The number of complaints with multiple alleged offenders is broken out below:

- 2 alleged offenders (n=11; 20.0 percent); 1 with 2 complainants
- 3 alleged offenders (n=4; 7.3 percent)
- 4 alleged offenders (n=3; 5.5 percent)
- 5 alleged offenders (n=2; 3.6 percent)
- 7 alleged offenders (n=1; 1.8 percent) with 2 complainants
- 8 alleged offenders (n=1; 1.8 percent) with 4 complainants

According to the narratives provided, 8 (14.5 percent) complaints were assessed to involve additional alleged offenders not reported in the dataset. Furthermore, the narratives suggest that the majority of the hazing complaints reported (n=32; 58.2 percent) involved multiple instance(s) of hazing behavior within the same case.

Of these 55 complaints, 22 (40.0 percent) were substantiated, 22 (40.0 percent) were unsubstantiated, and 11 (20.0 percent) were pending a finding of investigation.

SUBSTANTIATED COMPLAINTS

When examining each type of hazing behavior, there were a total of 49 allegation types in the 22 substantiated complaints. The majority of the 49 allegation types involved physical contact (n=16; 32.7 percent). Psychological hazing made up 26.5 percent (n=13) of the allegations. Lesser reported types of hazing behavior included verbal (n=12; 24.5 percent), non-verbal (n=3; 6.1 percent), social media (n=2; 4.1 percent), electronic communication (n=2; 4.1 percent), and written (n=1; 2.0 percent). Only 6 complaints (27.3 percent) involved one type of hazing behavior. The majority of the complaints involved a combination of two or more types of

hazing behaviors (n=16; 72.7 percent):

- 31.8 percent (n=7) involved 2 types
- 31.8 percent (n=7) involved 3 types
- 9.1 percent (n=2) involved 4 types of hazing behavior

There was no information (reported unknown) on involvement of religion in the hazing complaints. Similarly, the number of duty days taken to notify the convening authority of the complaint was unknown. All substantiated complaints occurred on a military installation (n=22; 100.0 percent) and the majority occurred CONUS (n=19; 86.4 percent), with 13.6 percent (n=3) occurring OCONUS.

SUBSTANTIATED OFFENDERS

A total of 43 offenders were reported as substantiated for engaging in hazing behavior within the 22 complaints. The majority of the 22 substantiated complaints (n=14; 63.7 percent) involved one substantiated offender. Of the 8 remaining complaints, 18.2 percent (n=4) involved 2 offenders, 9.1 percent (n=2) involved 3 offenders, 4.5 percent (n=1) involved 7 offenders, and 4.5 percent (n=1) involved 8 offenders.

The majority of the 43 offenders were on-duty (n=28, 65.1 percent) when engaging in hazing behavior; 18.6 percent (n=8) were in military combat training; 2.3 percent (n=1) were in advanced individual training; 41.9 percent (n=18) had a reported specific duty status of unknown; and 2.3 percent (n=1) were missing the information. The remaining 34.9 percent (n=15) of offenders were off-duty with a specific duty status of “other” (described in the two CID case narratives as in barracks/not training).

The overwhelming majority of offenders were male (n=41; 95.3 percent), with two females (n=2; 4.7 percent). Similarly, almost all were Active Duty (n=40; 93.0 percent) Service members, including both females. The remaining male offenders were Reservists (n=3; 7.0 percent).

Race and Hispanic ethnicity were unknown for more than half of the offenders (n=24; 55.8 percent), with 34.9 percent (n=15) reported as Non-Hispanic Caucasian, 7.0 percent (n=3) as Caucasian of unknown Hispanic ethnicity, and 2.3 percent (n=1) as Hispanic of unknown race. The religion of all offenders was unknown.

Age was unknown for the majority of the offenders (n=28; 65.1 percent), with 23.3 percent (n=10) reported to be aged 18-25, 9.3 percent (n=4) aged 26-35, and 2.3 percent (n=1) aged 36-45. Out of 43 offenders, 90.7 percent (n=39) were enlisted, 7.0 percent (n=3) were officers, and 2.3 percent (n=1) was a chief warrant officer. The pay grades of the 43 offenders are listed below in ranked order:

1. E-7 (n=9; 20.9 percent)
2. E-5 (n=7; 16.3 percent)
3. E-6 (n=6; 14.0 percent)

4. E-1 (n=5; 11.6 percent)
5. E-8 (n=3; 7.0 percent)
6. E-4 (n=3; 7.0 percent)
7. E-3 (n=3; 7.0 percent)
8. E-2 (n=3; 7.0 percent)
9. O-4 (n=1; 2.3 percent)
10. O-3 (n=1; 2.3 percent)
11. O-2 (n=1; 2.3 percent)
12. W-2 (n=1; 2.3 percent)

There were 74 offender-complainant relationships reported. This number is more than the number of offenders because it counts the many relationships that one offender can have with multiple complainants. For example, in the case with 8 offenders and 2 complainants, each complainant complained about each offender for a total of 16 offender-complainant relationships. The offender's relationship to the complainant was reported as the following, in ranked order:

1. Military chain of command (n=34; 45.9 percent)
2. Military co-worker (n=27; 36.4 percent)
3. Military person of a higher rank not in the chain of command (n=9; 12.2 percent)
4. Unknown (n=3; 4.1 percent)
5. Military subordinate (n=1; 1.4 percent)

Gender relationship was also examined. Of the 74 offender-complainant relationships, the majority were between the same gender, with the breakdown as follows:

- Same Gender Relationship (n=66, 89.2 percent):
 - Male Offender, Male Complainant (n=65; 87.8 percent)
 - Female Offender, Female Complainant (n=1; 1.4 percent)
- Different Gender Relationship (n=4, 5.4 percent):
 - Male Offender, Female Complainant (n=3; 4.0 percent)
 - Female Offender, Male Complainant (n=1; 1.4 percent)
- Unknown Gender Relationship (n=4, 5.4 percent):
 - Unknown Offender, Male Complainant (n=0; 0 percent)
 - Male Offender, Missing or Unknown Complainant (n=4; 5.4 percent)

The Army does not currently track whether or not the offender is a repeat offender.

CORRECTIVE / DISCIPLINARY ACTIONS

Regarding the type of corrective/disciplinary action administered to the offender, more than half of the data was missing (n=23; 53.5 percent), primarily because it was not included in the complaints reported by the Army IG. Ten of the 43 offenders (23.3 percent) received NJP, 18.6 percent (n=8) received admonition, and 4.7 percent (n=2) received a reduction in grade. Five offenders (11.6 percent) received administrative corrective/disciplinary action, 7.0 percent (n=3) received a letter of counseling, and 4.6 percent (n=2) received a letter of reprimand. Five

(11.6 percent) offenders from one CID case reported in February were still pending corrective/disciplinary action.

COMPLAINANTS

There were 27 complainants associated with these 22 substantiated complaints and 43 substantiated offenders. Two of the complaints were made anonymously, which means that all of the associated complainant data for two complainants is unknown. The majority of the complainants (n=17; 63.0 percent) were victims, with 18.5 percent (n=5) reported to be third party witnesses, 11.1 percent (n=3) unknown, and 7.4 percent (n=2) “other” roles that are not clarified in the narrative provided with complaints.

The majority of the 27 complainants (n=18; 66.7 percent) were on-duty when the hazing occurred, with four in military combat training, one in advanced individual training, and the rest with a reported specific duty status of unknown. Another 22.2 percent (n=6) of complainants were reported to be off-duty with a specific duty status of “other” (described in CID case narratives as in barracks/not training). Finally, 11.1 percent (n=3) had an on versus off-duty status of unknown.

There were 21 (77.8 percent) male and 4 (14.8 percent) female complainants, as well as 2 (7.4 percent) of unknown gender from anonymous complaints. The majority of complainants were Active Duty (n=20; 74.1 percent) Service members, with 11.1 percent (n=3) of unknown military status, 7.4 percent (n=2) Army National Guard member, 3.7 percent (n=1) Reservist, and 3.7 percent (n=1) DoD Civilian Employee.

Race and Hispanic ethnicity were unknown for more than half of the complainants (n=18; 66.7 percent), with 18.5 percent (n=5) reported as Non-Hispanic Caucasian, 3.7 percent (n=1) as Non-Hispanic African American, 3.7 percent (n=1) as African American of unknown Hispanic ethnicity, and 7.4 percent (n=2) as Hispanic of unknown race.

The religion of the complainants was unknown.

Age was unknown for the majority of the complainants (n=21; 77.8 percent), with the rest (n=6; 22.2 percent) reported to be 18-25 years of age.

Out of 27 complainants, 81.5 percent (n=22) were enlisted, 3.7 percent (n=1) was a GS-1, and 14.8 percent (n=4) were of unknown rank. The pay grades of the 27 complainants are listed below in ranked order:

1. E-1 (n=6; 22.2 percent)
2. E-3 (n=6; 22.2 percent)
3. E-2 (n=4; 14.8 percent)
4. Unknown (n=4; 14.8 percent)
5. E-4 (n=3; 11.1 percent)
6. E-6 (n=2; 7.4 percent)
7. E-5 (n=1; 3.7 percent)
8. GS-6 (n=1; 3.7 percent)



HAZING CASE ANALYSIS

The Navy reported 32 hazing complaints from April 23, 2016, to September 30, 2017, involving 55 alleged offenders and 43 complainants. Seventeen (53.1 percent) of the complaints involved one alleged offender and one complainant. One case did not involve any alleged offender; it had one complainant. One case had six alleged offenders and no complainants. Two complaints had two alleged offenders and two complainants. Of the remaining 11 complaints with multiple alleged offenders or multiple complainants, 6 had multiple alleged offenders and 1 complainant and 5 had multiple complainants and 1 alleged offender. According to the narratives provided, all but seven complaints (two substantiated complaints) were assessed to involve just one single instance of hazing behavior.

Of these 32 complaints, 19 (59.3 percent) were substantiated, 11 (34.4 percent) were unsubstantiated, and 2 (6.3 percent) were pending a finding of investigation.

SUBSTANTIATED COMPLAINTS

When examining each type of hazing behavior, there were a total of 28 types of allegations in the 19 substantiated complaints. The majority of the 28 allegation types involved physical contact (n=14; 50.0 percent). Psychological hazing made up 39.3 percent (n=11) of the allegations and verbal hazing made up 10.7 percent (n=3) of the allegations. More than half of complaints involved only one single type of hazing behavior (n=11; 57.9 percent), while 42.1 percent (n=8) involved a combination of two or three types of hazing behavior. In rank order, the nature of complaints was as follows:

1. Physical alone (n=7; 36.8 percent)
2. Physical and psychological (n=5; 26.3 percent)
3. Psychological alone (n=4; 21.0 percent)
4. Physical and verbal (n=1; 5.3 percent)
5. Psychological and verbal (n=1; 5.3 percent)
6. Physical, psychological, and verbal (n=1; 5.3 percent).

None of the complaints were reported to involve written or non-verbal hazing behaviors, or social media or electronic communication related hazing behaviors.

The convening authority was notified of the complaint within 3 duty days in 63.2 percent (n=12) of the substantiated complaints, in more than 3 duty days in 15.8 percent (n=3) of complaints, and in an unknown period of time 21.0 percent (n=4) of complaints.

The majority of substantiated complaints occurred CONUS (n=14; 73.7 percent), with 26.3 percent (n=5) occurring OCONUS. All but one case occurred on a military installation (n=18; 94.7 percent). One case occurred at a CONUS non-military locale (n=1; 5.3 percent).

SUBSTANTIATED OFFENDERS

A total of 37 offenders were reported as substantiated for engaging in hazing behavior within the 19 complaints. The majority of the 19 substantiated complaints (n=15; 78.9 percent) involved one substantiated offender. Two complaints involved five offenders each and two complaints involved six offenders each.

The majority of the 37 offenders (n=25, 67.6 percent) were on-duty when engaging in hazing behavior, with one at a military occupational specialty school and the rest reported with a specific duty status of “other” (typically noted in narrative as onboard ship or at command). The other 32.4 percent (n=12) of offenders were reported to be off-duty, with a specific duty status of “other” (noted in narrative as onboard ship or at a cookout off-base).

Almost all of the offenders were male (n=36; 97.3 percent) with 1 female (n=1; 2.7 percent). Similarly, almost all were Active Duty (n=34; 91.9 percent). One male Reservist (n=1; 2.7 percent), one male DoD Civilian Employee (n=1; 2.7 percent), and one female DoD/Government Contractor (n=1; 2.7 percent) were also reported.

The majority of the offenders were Caucasian (n=23; 62.2 percent), with the others reported as African American (n=5; 13.5 percent), Native Hawaiian or Other Pacific Islander (n=3; 8.1 percent), American Indian or Alaska Native (n=3; 8.1 percent), Asian (n=1; 2.7 percent), Multi-racial (n=1; 2.7 percent), or unknown (n=1; 2.7 percent). Hispanic ethnicity was identified for the multi-racial offender and reported as unknown for the rest of the offenders.

Regarding religion, 16.2 percent (n=6) were reported as Christian, with the rest reported as unknown.

The majority of the offenders were aged 18-25 (n=25; 67.6 percent), with 13.5 percent (n=5) aged 26-35, 10.8 percent (n=4) aged 36-45, 2.7 percent (n=1) aged 46-55, 2.7 percent (n=1) aged 56-65, and 2.7 percent (n=1) unknown.

The pay grades of the 37 offenders are listed below in ranked order:

1. E-4 (n=11; 29.7 percent)
2. E-5 (n=11; 29.7 percent)
3. E-6 (n=5; 13.5 percent)
4. E-7 (n=5; 13.5 percent)
5. E-3 (n=2; 5.5 percent)
6. GS-12 (n=1; 2.7 percent)
7. DoD/Service Contractor (n=1; 2.7 percent)
8. Unknown (n=1; 2.7 percent)

There were 42 offender-complainant relationships reported in the data available, and 6 with no relationship. This number is more than the number of offenders because it counts the many relationships that one offender can have with multiple complainants. The offender’s relationship to the complainant was primarily reported as the following, in ranked order:

1. Military co-worker (n=20; 47.6 percent)
2. Military chain of command (n=17; 40.4 percent)

3. Military person of a higher rank not in the chain of command (n=2; 4.8 percent)
4. Military subordinate (n=1; 2.4 percent)
5. Other [teacher to student (child); n=1; 2.4 percent]
6. Unknown (n=1, 2.4 percent)

Gender relationship was also examined. Of the 42 offender-complainant relationships, the majority were between the same gender, with the breakdown as follows:

- Same Gender Relationship (n=36, 85.7 percent):
 - Male Offender, Male Complainant (n=36; 85.7 percent)
 - Female Offender, Female Complainant (n=0; 0.0 percent)
- Different Gender Relationship (n=6; 14.3 percent)
 - Male Offender, Female Complainant (n=5; 11.9 percent)
 - Female Offender, Male Complainant (n=1; 2.4 percent)

The Navy does not track whether or not the offender is a repeat offender, but plans to collect this data beginning in FY2018.

CORRECTIVE / DISCIPLINARY ACTIONS

The Data Collection Template permitted up to five separate corrective/disciplinary actions administered to offenders to be reported. Ten of the 37 offenders (27.0 percent) received more than one corrective/disciplinary action, almost always in the same category. Although two offenders (5.4 percent) received multiple NJP(s) and one administrative corrective/disciplinary action (specifically, a letter of reprimand), the majority of offenders (n=21; 56.8 percent) received NJP(s) and 14 (37.8 percent) received administrative corrective/disciplinary action(s).

A total of 65 corrective/disciplinary actions were administered to the 37 offenders (averaging 1.8 corrective/disciplinary actions per offender). The majority of the 65 corrective/disciplinary actions (n=49; 75.4 percent) were a result of an NJP, with the remaining 16 (24.6 percent) classified as administrative corrective / disciplinary actions.

The 65 corrective/disciplinary actions administered to the 37 offenders are listed below in ranked order:

1. NJP - Reduction in Grade (n=16; 24.6 percent)
2. NJP - Restriction (n=14; 21.5 percent)
3. NJP - Forfeiture of Pay (n=9; 13.9 percent)
4. Letter of Reprimand (n=9; 13.9 percent)
5. NJP - Extra Duty (n=9; 13.9 percent)
6. Administrative Discharge (n=6; 9.2 percent)
7. Letter of Counseling (n=1; 1.5 percent)
8. NJP - Admonition (n=1; 1.5 percent)

Combinations of corrective/disciplinary actions for the 37 offenders are listed below in ranked order:

1. Letter of Reprimand (n=7; 19.0 percent)

2. Administrative Discharge (n=6; 16.2 percent)
3. NJP - Reduction in Grade (n=6; 16.2 percent)
4. NJP - Restriction (n=6; 16.2 percent)
5. NJP - Restriction, NJP - Reduction in Grade, NJP - Extra Duty and NJP - Forfeiture of Pay (n=6; 16.2 percent)
6. Letter of Counseling (n=1; 2.7 percent)
7. NJP - Admonition (n=1; 2.7 percent)
8. NJP - Forfeiture of Pay, NJP - Restriction, NJP - Extra Duty, NJP - Reduction in Grade and Letter of Reprimand (n=1; 2.7 percent)
9. NJP - Reduction in Grade and NJP - Extra Duty (n=1; 2.7 percent)
10. NJP - Reduction in Grade, NJP - Forfeiture of Pay and Letter of Reprimand (n=1; 2.7 percent)
11. NJP - Restriction, NJP - Extra Duty, NJP - Reduction in Grade and NJP - Forfeiture of Pay (n=1; 2.7 percent)

In addition, a Commander can issue suspension of the disciplinary action awarded at NJP (i.e., up to four-month suspension or forfeiture of pay or reduction; up to a six-month suspension of other punishments). Such suspensions were described in 5 of the 19 substantiated complaints. The narratives also described ensuring appropriate separation of the offender from the complainant.

For instance, one case involving five offenders indicated “removal from command pending administrative separation processing”. No contact orders were mentioned in another case involving six offenders. “Complainant was temporarily assigned duty to another division while investigation in progress” was noted in another.

COMPLAINANTS

There were 29 complainants associated with these 19 substantiated complaints and 37 substantiated offenders. None of the complaints were made anonymously, but one case did not have a complainant. All of the complainants were reported to be victims.

Almost all of 29 complainants (n=26; 89.7 percent) were on-duty when the hazing occurred, with one at a military occupational specialty school and the rest reported with a specific duty status of “other” (typically noted in narrative as onboard ship or at command). The other 10.3 percent (n=3) of complainants were reported to be off-duty with a specific duty status of “other” (noted in narrative as in a berthing lounge or at a cookout off-base).

There were five female Active Duty complainants (n=5; 17.3 percent). The rest were male (n=24; 82.8 percent), primarily Active Duty (n=23; 79.3 percent), with one Non-DoD (n=1; 3.4 percent).

More than half of the complainants were Caucasian (n=17; 58.7 percent), with the others reported as African American (n=4; 13.8 percent), Asian (n=4; 13.8 percent), Multi-racial (n=2; 6.9 percent), American Indian or Alaska Native (n=1; 3.4 percent), or unknown (n=1; 3.4 percent). Hispanic ethnicity was identified for the multi-racial complainant, and reported as

unknown for the rest of the complainants.

Regarding religion, 6.9 percent (n=2) were reported as Christian, with the rest reported as unknown.

The majority of the complainants were aged 18-25 (n=19; 65.6 percent), with 8 (27.6 percent) aged 26-35, 1 (3.4 percent) less than 18 years of age (an 8-year-old child), and 1 (3.4 percent) unknown.

The pay grades of the 29 complainants are listed below in ranked order:

1. E-4 (n=9; 31.1 percent)
2. E-5 (n=7; 24.2 percent)
3. E-3 (n=5; 17.3 percent)
4. E-2 (n=3; 10.3 percent)
5. E-6 (n=3; 10.3 percent)
6. O-2 (n=1; 3.4 percent)
7. Non-DoD Civilian (n=1; 3.4 percent)

MARINE CORPS

HAZING CASE ANALYSIS

The Marine Corps reported 314 hazing complaints from April 23, 2016, to September 30, 2017, involving 650 alleged offenders and 615 complainants.

Of the 314 hazing complaints, 139 (44.3 percent) involved one alleged offender and one complainant. The remaining 175 (55.7 percent) complaints involved more than one alleged offender and/or more than one complainant: 25.5 percent (n=80) involved one complainant with multiple subjects, 10.8 percent (n= 34) involved one subject with multiple complainants, and 19.4 percent (n=61) involved multiple subjects and multiple complainants. Complaints ranged from 0-16 alleged offenders involved and 0-30 complainants involved per case.

Of these 314 complaints, 146 (46.5 percent) were substantiated, 138 (43.9 percent) were unsubstantiated, and 30 (9.6 percent) were pending a finding of investigation.

SUBSTANTIATED COMPLAINTS

When examining each type of hazing behavior, there were a total of 207 allegation types in the 146 substantiated complaints. The majority of the 207 allegation types involved physical contact (n=126; 60.9 percent). Verbal hazing made up 30.4 percent (n=63) of the allegations. Lesser reported types of hazing behavior included: non-verbal (n=16; 7.7 percent), and social media (n=2; 1.0 percent). Sixty-six percent of the complaints involved only one single type of hazing behavior (n=97) while 34.0 percent (n=49) involved a combination of two or three types of hazing behaviors.

In rank order, the nature of complaints were as follows:

- Physical (n=78; 53.5 percent)
- Physical and Verbal (n=39; 26.7 percent)
- Verbal (n=13; 8.9 percent)
- Non-verbal (n=6; 4.1 percent)
- Physical and Non-verbal (n=4; 2.7 percent)
- Verbal and Non-verbal (n=4; 2.7 percent)
- Physical and Social Media (n=1; 0.7 percent)
- Physical, Verbal and Social Media (n=1; 0.7 percent)

No complaints were reported to involve psychological or written hazing behaviors. Involvement of electronic communication in these hazing complaints was unknown. Whether the hazing complaints involved religion was unknown.

The convening authority was notified of the complaint within 3 duty days in almost all (n=140; 95.9 percent) of the substantiated complaints, in more than 3 duty days in 2.1 percent (n=3) of complaints, and unknown in 2.1 percent (n=3) of complaints.

All except one substantiated case occurred on a military installation (n=145; 99.3 percent; the exception occurred at a non-military locale. Nearly 75 percent occurred in CONUS (n=108; 74.0 percent), with 10.3 percent (n=15) occurring OCONUS, and in 15.7 percent (n=23), it was unknown as to whether they occurred in CONUS or OCONUS.

SUBSTANTIATED OFFENDERS

A total of 327 offenders were reported as substantiated for engaging in hazing behavior within the 146 complaints. The majority of the 146 substantiated complaints (n=51; 34.9 percent) involved one substantiated offender and one complainant. The remaining 65.1 percent (n=95) of the complaints involved more than one alleged offender and/or more than one complainant: 23.3 percent (n=34) involved one complainant with multiple subjects, 16.5 percent (n= 24) involved one subject with multiple complainants, and 25.3 percent (n=37) involved multiple subjects and multiple complainants. Complaints ranged from 0-16 alleged offenders involved and 0-30 complainants involved per case.

The majority of the 327 offenders (n=294, 89.9 percent) were on-duty when engaging in hazing behavior, with the largest proportion (n=271; 82.9 percent) occurring while “on hand” (a designation of specific duty status used only by the Marine Corps), 5.8 percent (n=19) occurring while deployed, 0.9 percent (n=3) during advanced individual training, and 0.3 percent (n=1) on TDY/TAD. The other 10.1 percent (n=33) of offenders were reported to be off-duty. Of these, half (n=16; 4.9 percent) were “on hand”, 16 (4.9 percent) offenders in one case had a specific duty status reported as advanced individual training, and 1 (0.3 percent) offender in another case was deployed.

Almost all of the offenders were male (n=316; 96.6 percent) and/or Active Duty (n=322; 98.5 percent). There were seven female Active Duty offenders (n=7; 2.2 percent) and five male

Reservists (n=5; 1.5 percent). Finally, there were four Active Duty offenders (n=4; 1.2 percent) of unknown gender.

The majority of the 327 offenders were Caucasian (n=261; 79.8 percent), with 12.5 percent (n=41) African American. The rest were reported as unknown race (n=13; 4.0 percent), Asian (n=7; 2.2 percent), American Indian or Alaska Native (n=3; 0.9 percent), and Native Hawaiian or Other Pacific Islander (n=2; 0.6 percent). The majority of offenders were non-Hispanic (n=262; 80.1 percent), with 13.5 percent (n=44) Hispanic [including 37 Caucasians, 2 African Americans, and 5 of unknown race], and 6.4 percent (n=21) offenders with unknown Hispanic ethnicity.

The majority of offenders were Christian (n=207; 63.3 percent), with 32.4 percent (n=106) non-religious. The rest were reported as “other” religions not listed (n=8; 2.5 percent), Buddhism (n=2; 0.6 percent), Jewish (n=2; 0.6 percent), Hindu (n=1; 0.3 percent), and Islam (n=1; 0.3 percent).

The majority of the offenders were aged 18-25 (n=268; 82.0 percent), with 13.1 percent (n=43) reported to be 26-35, 3.1 percent (n=10) aged 36-45, 0.3 percent (n=1) aged 46-55, and 1.5 percent (n=5) of unknown age. The Marine Corps was the only Service to track/provide age and not just age range.

The pay grades of the 327 offenders are listed below in ranked order:

1. E-4 (n=119; 36.4 percent)
2. E-3 (n=102; 31.2 percent)
3. E-5 (n=55; 16.8 percent)
4. E-2 (n=20; 6.1 percent)
5. E-6 (n=13; 4.0 percent)
6. E-7 (n=10; 3.1 percent)
7. E-8 (n=4; 1.2 percent)
8. E-1 (n=4; 1.2 percent)

There were 925 offender-complainant relationships reported. This number is more than the number of offenders because it counts the many relationships that one offender can have with multiple complainants. The offender’s relationship to the complainant was primarily reported as the following, in ranked order:

1. Unknown (n=709; 76.7 percent)
2. Military chain of command (higher rank) (n=99; 10.7 percent)
3. Military person of higher rank who was not in the chain of command (n=70; 7.6 percent)
4. Military coworker (n=36; 3.9 percent)
5. Military subordinate (n=6; 0.6 percent)
6. Other (n=3; 0.3 percent)
7. Civilian coworker (n=1; 0.1 percent)
8. Other military person(s) (n=1, 0.1 percent)

Gender relationship was also examined. Of the 925 offender-complainant relationships, the majority were between the same gender, with the breakdown as follows:

- Same Gender Relationship (n=848, 91.7 percent):
 - Male Offender, Male Complainant (n=839; 90.7 percent)
 - Female Offender, Female Complainant (n=9; 1.0 percent)
- Different Gender Relationship (n=72, 7.8 percent):
 - Male Offender, Female Complainant (n=62; 6.7 percent)
 - Female Offender, Male Complainant (n=10; 1.1 percent)
- Unknown Gender Relationship (n=5, 0.5 percent):
 - Unknown Offender, Male Complainant (n=4; 0.4 percent)
 - Male Offender, Missing or Unknown Complainant (n=1; 0.1 percent)

None of the substantiated offenders were reported to be a repeat offender.

CORRECTIVE/DISCIPLINARY ACTIONS

The Data Collection Template permitted up to five separate corrective/disciplinary actions administered to offenders to be reported. Forty-four percent (n=144) of the substantiated offenders received one corrective/disciplinary action, 39.5 percent of the substantiated offenders (n=129) received more than one corrective/disciplinary action, almost always in the same category, and 16.5 percent (n=54) corrective/disciplinary actions were unknown for substantiated offenders.

At total of 619 corrective/disciplinary actions were administered to the 327 offenders (averaging 1.9 corrective/disciplinary actions per offender). Of the known 565 corrective/disciplinary actions, the majority (n=436; 77.2 percent) were NJP, 125 (22.1 percent) were classified as administrative corrective /disciplinary action, and 4 (0.7 percent) were classified as GCM.

The 565 corrective / disciplinary actions administered to the 327 offenders are listed below in ranked order:

1. NJP - Reduction in Grade (n=120; 19.4 percent)
2. NJP - Restriction (n=112; 18.1 percent)
3. NJP - Forfeiture of Pay (n=110; 17.8 percent)
4. Letter of Reprimand (n=95; 15.3 percent)
5. NJP - Extra Duty (n=92; 14.9 percent)
6. Unknown (n=54; 8.7 percent)
7. Letter of Admonishment (n=18; 2.9 percent)
8. Letter of Counseling (n=8; 1.3 percent)
9. Administrative Discharge (n=4; 0.6 percent)
10. GCM - Fine (n=2; 0.3 percent)
11. GCM - Reduction in Grade (n=2; 0.3 percent)
12. NJP - Admonition (n=1; 0.2 percent)
13. NJP - Correctional Custody (n=1; 0.2 percent)

Combinations of corrective/disciplinary actions for the 327 offenders are listed below in ranked order:

1. Letter of Reprimand (n=95; 29.1 percent)
2. NJP - Extra Duty, NJP - Forfeiture of Pay, NJP - Reduction in Grade and NJP - Restriction (n=60; 18.4 percent)
3. Corrective Action Applicable but Unknown (n=54; 16.5 percent)
4. Letter of Admonishment (n=18; 5.5 percent)
5. NJP - Forfeiture of Pay, NJP - Reduction in Grade and NJP - Restriction (n=18; 5.5 percent)
6. NJP - Extra Duty, NJP - Forfeiture of Pay and NJP - Restriction (n=14; 4.3 percent)
7. NJP - Reduction in Grade (n=13; 4.0 percent)
8. NJP - Forfeiture of Pay and NJP - Reduction in Grade (n=11; 3.4 percent)
9. Letter of Counseling (n=8; 2.5 percent)
10. NJP - Extra Duty, NJP - Reduction in Grade and NJP - Restriction (n=7; 2.1 percent)
11. NJP - Extra Duty and NJP - Restriction (n=6; 1.8 percent)
12. NJP - Reduction in Grade and NJP - Restriction (n=6; 1.8 percent)
13. NJP - Forfeiture of Pay (n=5; 1.5 percent)
14. Administrative Discharge (n=4; 1.2 percent)
15. NJP - Extra Duty and NJP - Reduction in Grade (n=3; 0.9 percent)
16. GCM - Fine and GCM - Reduction in Grade (n=2; 0.6 percent)
17. NJP - Admonition (n=1; 0.3 percent)
18. NJP - Correctional Custody, NJP - Extra Duty, NJP - Forfeiture of Pay, NJP - Reduction in Grade and NJP - Restriction (n=1; 0.3 percent)
19. NJP - Extra Duty, NJP - Forfeiture of Pay and NJP - Reduction in Grade (n=1; 0.3 percent)

COMPLAINANTS

There were 355 complainants (all victims) associated with these 146 substantiated complaints and 327 substantiated offenders. Three of the complaints were made anonymously.

The majority of the 355 complainants (n=335; 94.4 percent) were on-duty when engaging in hazing behavior, with the largest proportion (n=280; 78.9 percent) occurring while “on hand” (a designation of specific duty status used only by the Marine Corps), 9.0 percent (n=32) during advanced individual training, 6.2 percent (n=22) while deployed, and 0.3 percent (n=1) on TDY/TAD. The other 5.6 percent (n=20) of complainants were reported to be off-duty. Of these, almost all were “on hand” (n=18; 5.0 percent), with 0.3 percent (n=1) in advanced individual training and 0.3 percent (n=1) deployed.

A large proportion of complainants were male (n=326; 91.8 percent) and/or almost all Active Duty (n=347; 97.8 percent). There were 28 (7.9 percent) female Active Duty complainants and 1 Active Duty Service member of unknown gender (n=1; 0.3 percent). There were six male Reservists (n=6; 1.7 percent) and 2 (0.5 percent) males of unknown military status.

The majority of the 355 complainants were Caucasian (n=298; 84.0 percent), with 10.4

percent (n=37) African American. The rest were reported as unknown race (n=7; 2.0 percent), Native Hawaiian or Other Pacific Islander (n=5; 1.4 percent), Asian (n=4; 1.1 percent), and American Indian or Alaska Native (n=4; 1.1 percent).

Almost all complainants were non-Hispanic (n=344; 96.9 percent), with 2.0 percent (n=7) Hispanic [including 3 African Americans, 3 of unknown race, and 1 Native Hawaiian or Other Pacific Islander], and 1.1 percent (n=4) complainants with unknown Hispanic ethnicity.

The majority of complainants were Christian (n=221; 62.3 percent), with 33.8 percent (n=120) non-religious. The rest were reported as “other” religions not listed (n=10; 2.8 percent), Islam (n=2; 0.5 percent), Jewish (n=1; 0.3 percent), and Buddhism (n=1; 0.3 percent).

Almost all of the complainants were aged 18-25 (n=337; 94.9 percent), with 3.1 percent (n=11) reported to be 26-35, and 2.0 percent (n=7) of unknown age. Again, the Marine Corps was the only Service to track/provide specific age and not just age range, which is valuable for analysis as the age can be used in various ranges if needed.

The pay grades of the 355 complainants are listed below in ranked order:

- E-3 (n=155; 34.7 percent)
- E-2 (n=154; 43.4 percent)
- E-4 (n=19; 5.3 percent)
- E-1 (n=18; 5.1 percent)
- E-5 (n=8; 2.2 percent)
- Unknown (n=1; 0.3 percent)

AIR FORCE

HAZING CASE ANALYSIS

The Air Force reported 14 hazing complaints from April 23, 2016, to September 30, 2017 involving 15 alleged offenders and 15 complainants. All complaints except one involved one alleged offender and one complainant. One case involved two alleged offenders and two complainants. According to the narrative provided, half of the complaints (n=7) were assessed to involve more than just one single instance of hazing behavior (two substantiated complaints). Of these 14 complaints, 4 (28.6 percent) were substantiated, 6 (42.9 percent) were unsubstantiated, 1 (7.1 percent) was pending a finding of investigation, and 3 (21.4 percent) were inconclusive.

SUBSTANTIATED COMPLAINTS

Two of the four complaints involved physical hazing behavior, while the other two involved two types of behavior-one involved physical and verbal behaviors and the other involved psychological and verbal behaviors. None of the complaints were reported to involve written or non-verbal hazing behaviors or social media or electronic communication-related hazing behaviors. Religion was not involved in any of the substantiated complaints. Three of the four complaints occurred on a CONUS military installation, while one occurred OCONUS in

a non-military locale. The number of duty days to notify the convening authority of the complaint was unknown.

SUBSTANTIATED OFFENDERS

A total of five offenders were reported as substantiated for engaging in hazing behavior within the four complaints. Three of the four complaints were reported as involving one offender and one complainant. One complaint involved two offenders and two complainants. However, the narrative suggested that multiple alleged offenders who were not reported in the data were involved in three of the four complaints.

The Air Force indicated that only the highest ranking alleged offender was reported in the data provided, while at least 11 other alleged offenders associated with these complaints were not reported in the data provided. One of the complaints involved nine other alleged offenders who were not reported. All offenders were on-duty when engaging in hazing behavior. In one case with two offenders, being on TDY/TAD specifically was reported. Specific duty status was reported as “other” for offenders involved in the other three complaints, with no additional explanation in the narratives.

In one case, both an Active Duty male E-5 military person of higher rank not in the chain of command, and his Active Duty male O-4 Commander (military chain of command) were substantiated, with the E-5 receiving a letter of reprimand and the corrective/disciplinary action for the O-4 missing. The other complaints involved an Active Duty female E-6 military subordinate who was issued a letter of counseling; an Active Duty male O-3 military person of higher rank not in chain of command, who received verbal counseling; and an Active Duty male O-5 military person in the chain of command was issued a letter of reprimand.

Gender relationship was also examined. Of the 5 offender-complainant relationships, the majority were between the same genders, with the breakdown as follows:

- Same Gender Relationship (n=3, 60.0 percent):
 - Male Offender, Male Complainant (n=2, 40.0 percent)
 - Female Offender, Female Complainant (n=1, 20.0 percent)
- Unknown Gender Relationship (n=2, 40.0 percent):
 - Male Offender, Missing or Unknown Complainant (n=2; 40.0 percent)

No additional quantitative information (e.g., race, Hispanic ethnicity, age, religion, if repeat offender) was available on the offenders.

CORRECTIVE/DISCIPLINARY ACTIONS

Four of the five reported offenders whose disciplinary/corrective actions are known received non-punitive administrative actions, including letters of reprimand (n=2; 40.0 percent), or counseling (n=1; 20.0 percent), or verbal counseling (n=1; 20.0 percent). The fifth offender had an unknown disciplinary/corrective action.

COMPLAINANTS

There were five total complainants associated with the five substantiated offenders. In two of the four complaints, the complaints were made anonymously. According to the narrative, one of the two anonymous complaints was assessed to involve multiple victims. In one case, the complaint was made by an Active Duty female O-1 third party witness. In the other case, an Active Duty male E-3 victim and his Active Duty male E-9 Squadron Superintendent filed complaints. The complainants were on-duty (TDY/TAD or in Military Occupational Specialty School) in half of the complaints. No additional quantitative information (e.g., race, Hispanic ethnicity, age, religion) was available on the complainants.

XII. DOD HAZING COMPLAINTS SUMMARY BY DOD AND MILITARY SERVICE

A. TOTAL NUMBER OF HAZING COMPLAINTS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Complaints	415	55	32	314	14
Substantiated	191 (46.0%)	22 (40.0%)	19 (59.4%)	146 (46.5%)	4 (28.6%)
Unsubstantiated	177 (42.7%)	22 (40.0%)	11 (34.4%)	138 (43.9%)	6 (42.9%)
Pending	44 (10.6%)	11 (20.0%)	2 (6.3%)	30 (9.6%)	1 (7.1%)
Inconclusive	3 (0.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (21.4%)

B. NOTIFICATIONS TO CONVENING AUTHORITY IN SUBSTANTIATED COMPLAINTS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Substantiated Complaints	191	22	19	146	4
Within 3 duty days	152 (79.6 %)	0 (0.0%)	12 (63.2%)	140 (95.9%)	0 (0.0%)
More than 3 duty days	6 (3.1%)	0 (0.0%)	3 (15.8%)	3 (2.1%)	0 (0.0%)
Unknown	33 (17.3%)	22 (100.0%)	4 (21.1%)	3 (2.1%)	4 (100.0%)

C. DUTY STATUS OF COMPLAINANTS ASSOCIATED WITH SUBSTANTIATED OFFENDERS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Complainants	416	27	29	355	5
On Duty (i.e., during duty hours)	382 (91.8%)	18 (66.7%)	26 (89.7 %)	335 (94.4 %)	3 (60.0 %)
Off Duty	29 (7.0 %)	6 (22.2 %)	3 (10.3%)	20 (5.6%)	0 (0.0%)
Unknown	5 (1.2%)	3 (11.1%)	0 (0.0%)	0 (0.0%)	2 (40.0%)

D. DUTY STATUS OF SUBSTANTIATED OFFENDERS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Substantiated Offenders	412	43	37	327	5
On Duty (i.e., during duty hours)	352 (85.4%)	28 (65.1%)	25 (67.6%)	294 (89.9%)	5 (100.0%)
Off Duty	60 (14.6%)	15 (34.9%)	12 (32.4%)	33 (10.1%)	0 (0.0%)

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Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
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E. NATURE OF ALLEGATIONS FOR SUBSTANTIATED COMPLAINTS

Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Substantiated Complaints	191	22	19	146	4
Total Types of Allegation(s) in Substantiated Complaints	290	49	28	207	6
Substantiated Complaints of Physical Behavior	159 (54.8%)	16 (32.7%)	14 (50.0%)	126 (60.9%)	3 (50.0%)
Substantiated Complaints of Psychological Behavior	25 (8.6%)	13 (26.5%)	11 (39.3%)	0 (0.0%)	1 (16.7%)
Substantiated Complaints of Written Behavior	1 (0.3%)	1 (2.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Substantiated Complaints of Verbal Behavior	80 (27.6%)	12 (24.5%)	3 (10.7%)	63 (30.4%)	2 (33.3%)
Substantiated Complaints of Nonverbal Behavior	19 (6.6%)	3 (6.1%)	0 (0.0%)	16 (7.7 %)	0 (0.0%)
Substantiated Complaints of Social Media Behavior	4 (1.4%)	2 (4.1%)	0 (0.0%)	2 (1.0%)	0 (0.0%)
Substantiated Complaints of Electronic Media	2 (0.7%)	2 (4.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

F. OFFENDERS FOR SUBSTANTIATED COMPLAINTS

Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Substantiated Complaints	191	22	19	146	4
Total substantiated offenders	412	43	37	327	5
# Substantiated offenders pending punishment	5	5	0	0	0
# Substantiated offenders with punishment administered	407	38	37	327	5
Total Corrective / disciplinary actions administered to substantiated offenders²	727	38	65	619	5
Administrative Action (AA)	149 (20.5%)	5 (13.2%)	16 (24.6%)	125 (20.2%)	3 (60.0%)
Non-Judicial Punishment (NJP)	495 (68.1%)	10 (26.3%)	49 (75.4%)	436 (70.4%)	0 (0.0%)
General Court Marshall (GCM)	4 (0.6%)	0 (0.0%)	0 (0.0%)	4 (0.7%)	0 (0.0%)

² Multiple corrective / disciplinary actions may be administered at one NJP or one Administrative Action for each Substantiated Offender

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Other	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (20.0%)
Unknown	54 (7.4%)	0 (0.0%)	0 (0.0%)	54 (8.7%)	0 (0.0%)
Not Reported/Missing	24 (3.3%)	23 (60.5%)	0 (0.0%)	0 (0.0%)	1 (20.0%)
G. SUBSTANTIATED OFFENDER CHARACTERISTICS³					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Female Substantiated Offenders by Pay Grade	11	2	1	7	1
E1-E4	6 (54.5%)	0 (0.0%)	0 (0.0%)	6 (85.7%)	0 (0.0%)
E5-E6	4 (36.4%)	2 (100.0%)	0 (0.0%)	1 (14.3%)	1 (100.0%)
E7-E9	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	1 (9.1%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Male Substantiated Offenders by Pay Grade	397	41	36	316	4
E1-E4	263 (66.2%)	14 (34.1%)	13 (36.1%)	236 (74.7%)	0 (0.0%)
E5-E6	94 (23.7%)	11 (26.8%)	16 (44.4%)	66 (20.9%)	1 (25.0%)
E7-E9	31 (7.8%)	12 (29.3%)	5 (13.9%)	14 (4.4%)	0 (0.0%)
WO1-WO5	1 (0.3%)	1 (2.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	3 (0.8%)	2 (4.9%)	0 (0.0%)	0 (0.0%)	1 (25.0%)
O4-O6	3 (0.8%)	1 (2.4%)	0 (0.0%)	0 (0.0%)	2 (50.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	1 (0.3%)	0 (0.0%)	1 (2.8%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	1 (0.3%)	0 (0.0%)	1 (2.8%)	0 (0.0%)	0 (0.0%)

³ Gender and pay grade of four complainants are unknown: 4 Marine Corps complainants

H. COMPLAINANT CHARACTERISTICS ASSOCIATED WITH SUBSTANTIATED OFFENDERS⁴					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Female Complainants by Pay Grade	38	4	5	28	1
E1-E4	33 (86.8%)	3 (75.0%)	4 (80%)	26 (92.9%)	0 (0.0%)
E5-E6	3 (7.9%)	0 (0.0%)	1 (20.0 %)	2 (7.1%)	0 (0.0%)
E7-E9	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	1 (2.6 %)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	1 (2.6%)	1 (25.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Male Complainant by Pay Grade	373	21	24	326	2
E1-E4	350 (93.8%)	16 (76.2%)	13 (54.2%)	320 (98.2%)	1 (50.0%)
E5-E6	18 (4.8%)	3 (14.3%)	9 (37.5%)	6 (1.8%)	0 (0.0%)
E7-E9	1 (0.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	1 (0.3%)	0 (0.0%)	1 (4.2%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	2 (0.5%)	2 (9.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

⁴ Gender and pay grade of five complainants are unknown: 2 Army, 2 Air Force, and 1 Marine Corps complainant

I. RELATIONSHIP OF OFFENDER(S) TO COMPLAINANT(S) FOR SUBSTANTIATED COMPLAINTS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Working Relationship	1,052	74	48	925	5
Member chain of command	152 (14.4%)	34 (45.9%)	17 (35.4%)	99 (10.7%)	2 (40.0%)
Military coworker	83 (7.9%)	27 (36.5%)	20 (41.7%)	36 (3.9%)	0 (0.0%)
Military person of higher rank/grade who was not in chain of command	83 (7.9%)	9 (12.2%)	2 (4.1%)	70 (7.6%)	2 (40.0%)
Military subordinate	9 (0.8%)	1 (1.3%)	1 (2%)	6 (0.7)	1 (20.0)
Civilian coworker	1 (0.1%)	0 (0.0%)	0 (0.0%)	1 (0.1%)	0 (0.0%)
Other	4 (0.4%)	0 (0.0%)	1 (2.1%)	3 (0.3%)	0 (0.0%)
Other military	1 (0.1%)	0 (0.0%)	0 (0.0%)	1 (0.1%)	0 (0.0%)
No relationship	6 (0.6%)	0 (0.0%)	6 (12.5%)	0 (0.0%)	0 (0.0%)
Unknown	713 (67.8%)	3 (4.1%)	1 (2.1%)	709 (76%)	0 (0.0%)
Gender Relationship	1,052	74	48	925	5
Same gender	953 (90.6%)	66 (89.2%)	36 (75.0%)	848 (91.7%)	3 (60.0%)
Different gender	82 (7.8%)	4 (5.4%)	6 (12.5%)	72 (7.8%)	0 (0.0%)
Unknown	17 (1.6%)	4 (5.4%)	0 (0.0%)	5 (0.5%)	2 (40.0%)
No relationship	0 (0.0%)	0 (0.0%)	6 (12.5%)	0 (0.0%)	0 (0.0%)

J. MILITARY POPULATION STRENGTH BY MILITARY STATUS⁵					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Military Status					
Active Duty	1,283,465.6	464,747.1	319,077.2	183,799.8	315,841.5
Cadet	13,162.2	4,365.7	4,634.8	-	4,161.8
Civilian	638,927.7	255,728.1	190,431.3	18,025.4	174,742.8
Reserve and Guard	1,282,874.4	750,108.3	145,067.0	110,321.8	277,377.3
Guard	449,215.3	344,161.7	-	-	105,053.6
Reserve	833,659.2	405,946.7	145,067.0	110,321.8	172,323.8

⁵ The Military Population Strength by status is per the Defense Manpower Data Center

XIII. HAZING COMPLAINTS SUMMARY BY MILITARY DEPARTMENT, GENDER, AND DUTY STATUS

Summary of Demographic Information for Substantiated Offenders

MALE Substantiated Offenders by Pay grade	DoD						Army						Navy						Marine Corps						Air Force					
	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL
<i>Pay grade</i>																														
E1-E4	262	0	1	0	0	263	14	0	0	0	0	14	13	0	0	0	0	13	235	0	1	0	0	236	0	0	0	0	0	0
E5-E6	89	0	5	0	0	94	11	0	0	0	0	11	15	0	1	0	0	16	62	0	4	0	0	66	1	0	0	0	0	1
E7-E9	29	0	2	0	0	31	10	0	2	0	0	12	5	0	0	0	0	5	14	0	0	0	0	14	0	0	0	0	0	0
W1-W5	1	0	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	3	0	0	0	0	3	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
O4-O6	2	0	1	0	0	3	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	2
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Civilian (GS-12)	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
DoD Government Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-DoD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	387	0	9	1	0	397	38	0	3	0	0	41	34	0	1	1	0	36	311	0	5	0	0	316	4	0	0	0	0	4

NOTE: Tables for 4 Marine Corps Active Duty substantiated offenders with unknown gender are not included.

	DoD						Army						Navy						Marine Corps						Air Force					
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2017 ANNUAL REPORT ON HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

MALE Substantiated Offender(s) by Race, Ethnicity, and Age																														
	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL
Race																														
American Indian or Alaska Native	0	0	0	0	0	5	0	0	0	0	0	0	3	0	0	0	0	3	2	0	0	0	0	2	0	0	0	0	0	0
Asian	6	0	1	0	0	7	0	0	0	0	0	0	0	0	1	0	0	1	6	0	0	0	0	6	0	0	0	0	0	0
Black or African American	46	0	0	0	0	46	0	0	0	0	0	0	5	0	0	0	0	5	41	0	0	0	0	41	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	5	0	0	0	0	5	0	0	0	0	0	0	3	0	0	0	0	3	2	0	0	0	0	2	0	0	0	0	0	0
White	290	0	5	1	0	296	18	0	0	0	0	18	21	0	0	1	0	22	251	0	5	0	0	256	0	0	0	0	0	0
Multi-Racial	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	34	0	3	0	0	37	20	0	3	0	0	23	1	0	0	0	0	1	9	0	0	0	0	9	4	0	0	0	0	4
Ethnicity																														
Hispanic	44	0	0	0	0	44	1	0	0	0	0	1	1	0	0	0	0	1	42	0	0	0	0	42	0	0	0	0	0	0
Non-Hispanic	268	0	4	0	0	272	15	0	0	0	0	15	0	0	0	0	0	0	253	0	4	0	0	257	0	0	0	0	0	0
Unknown	75	0	5	1	0	81	22	0	3	0	0	25	33	0	1	1	0	35	16	0	1	0	0	17	4	0	0	0	0	4
Age																														
< 18 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18 – 25 years	292	0	2	0	0	294	10	0	0	0	0	10	24	0	1	0	0	25	258	0	1	0	0	259	0	0	0	0	0	0
26 – 35 years	46	0	4	0	0	50	4	0	0	0	0	4	5	0	0	0	0	5	37	0	4	0	0	41	0	0	0	0	0	0
36 – 45 years	14	0	0	0	0	14	1	0	0	0	0	1	3	0	0	0	0	3	10	0	0	0	0	10	0	0	0	0	0	0
46 – 55 years	2	0	0	0	0	2	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0
56 – 65 years	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	33	0	3	0	0	36	23	0	3	0	0	26	1	0	0	0	0	1	5	0	0	0	0	5	4	0	0	0	0	4
TOTAL Offenders	387	0	9	1	0	397	38	0	3	0	0	41	34	0	1	1	0	36	311	0	5	0	0	316	4	0	0	0	0	4

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FEMALE Substantiated Offender(s) by Pay grade	DoD						Army						Navy						Marine Corps						Air Force					
	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL
<i>Pay grade</i>																														
E1-E4	6	0	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	6	0	0	0	0	0	0
E5-E6	4	0	0	0	0	4	2	0	0	0	0	2	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0	0	0	1
E7-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W1-W5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Government Contractor	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Non-DoD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Offenders	10	0	0	1	0	11	2	0	0	0	0	2	0	0	0	1	0	1	7	0	0	0	0	7	1	0	0	0	0	1

2017 ANNUAL REPORT ON HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

FEMALE Substantiated Offender(s) by Race, Ethnicity, and Age	DoD						Army						Navy						Marine Corps						Air Force					
	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL
Race																														
American Indian or Alaska Native	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Asian	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	5	0	0	1	0	6	0	0	0	0	0	0	0	0	0	1	0	1	5	0	0	0	0	5	0	0	0	0	0	0
Multi-Racial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	3	0	0	0	0	3	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Ethnicity																														
Hispanic	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0
Non-Hispanic	5	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	5	0	0	0	0	0	0	0
Unknown	3	0	0	1	0	4	2	0	0	0	0	2	0	0	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	1
Age																														
< 18 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18 – 25 years	6	0	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	6	0	0	0	0	0	0	0
26 – 35 years	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0
36 – 45 years	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
46 - 55 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56 - 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	3	0	0	0	0	3	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
TOTAL Offenders	10	0	0	1	0	11	2	0	0	0	0	2	0	0	0	1	0	1	7	0	0	0	0	7	1	0	0	0	0	1

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Summary of Demographic Information for Complainants

MALE Complainant(s) by Pay grade	DoD						Army						Navy						Marine Corps						Air Force					
	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL
<i>Pay grade</i>																														
E1-E4	341	1	6	0	2	350	15	1	0	0	0	16	13	0	0	0	0	13	312	0	6	0	2	320	1	0	0	0	0	1
E5-E6	17	0	1	0	0	18	2	0	1	0	0	3	9	0	0	0	0	9	6	0	0	0	0	6	0	0	0	0	0	0
E7-E9	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
W1-W5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Government Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-DoD	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	1	0	0	0	1	2	1	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Complainants	361	1	7	1	3	373	18	1	1	0	1	21	23	0	0	1	0	24	318	0	6	0	2	326	2	0	0	0	0	2

NOTE: Tables for 5 complainants with unknown gender (2 Army, 2 Air Force, 1 Marine Corps) are not included.

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MALE Complainant(s) by Race, Ethnicity, and Age	DoD						Army						Navy						Marine Corps						Air Force					
	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL
Race																														
American Indian or Alaska Native	5	0	0	0	0	5	0	0	0	0	0	0	1	0	0	0	0	1	4	0	0	0	0	4	0	0	0	0	0	0
Asian	8	0	0	0	0	8	0	0	0	0	0	0	4	0	0	0	0	4	4	0	0	0	0	4	0	0	0	0	0	0
Black or African American	36	0	1	1	0	38	2	0	0	0	0	2	3	0	0	1	0	4	31	0	1	0	0	32	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	5	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	5	0	0	0	0	0	0
White	287	0	5	0	2	294	5	0	0	0	0	5	13	0	0	0	0	13	269	0	5	0	2	276	0	0	0	0	0	0
Multi-Racial	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	19	1	1	0	1	22	11	1	1	0	1	14	1	0	0	0	0	1	5	0	0	0	0	5	2	0	0	0	0	2
Ethnicity																														
Hispanic	9	0	0	0	0	9	2	0	0	0	0	2	0	0	0	0	0	0	7	0	0	0	0	7	0	0	0	0	0	0
Non-Hispanic	314	0	6	0	2	322	6	0	0	0	0	6	0	0	0	0	0	0	308	0	6	0	2	316	0	0	0	0	0	0
Unknown	38	1	1	1	1	42	10	1	1	0	1	13	23	0	0	1	0	24	3	0	0	0	0	3	2	0	0	0	0	2
Missing/Blank	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age																														
< 18 years	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
18 – 25 years	325	0	5	0	2	332	6	0	0	0	0	6	15	0	0	0	0	15	304	0	5	0	2	311	0	0	0	0	0	0
26 – 35 years	16	0	1	0	0	17	0	0	0	0	0	0	7	0	0	0	0	7	9	0	1	0	0	10	0	0	0	0	0	0
36 – 45 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
46 - 55 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56 - 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	19	1	1	0	1	22	11	1	1	0	1	14	1	0	0	0	0	1	5	0	0	0	0	5	2	0	0	0	0	2
Missing/Blank	1	0	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Complainants	361	1	7	1	3	373	18	1	1	0	1	21	23	0	0	1	0	24	318	0	6	0	2	326	2	0	0	0	0	2

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FEMALE Complainant(s) by Pay grade	DoD						Army						Navy						Marine Corps						Air Force					
	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL
<i>Pay grade</i>																														
E1-E4	32	1	0	0	0	33	2	1	0	0	0	3	4	0	0	0	0	4	26	0	0	0	0	26	0	0	0	0	0	0
E5-E6	3	0	0	0	0	3	0	0	0	0	0	0	1	0	0	0	0	1	2	0	0	0	0	2	0	0	0	0	0	0
E7-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W1-W5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Civilian (GS-6)	0	0	0	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Government Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-DoD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Complainants	36	1	0	1	0	38	2	1	0	1	0	4	5	0	0	0	0	5	28	0	0	0	0	28	1	0	0	0	0	1

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FEMALE Complainant(s) by Race, Ethnicity, and Age	DoD						Army						Navy						Marine Corps						Air Force							
	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL	Active Duty	Guard	Reserve	Other	Unknown	TOTAL		
Race																																
American Indian or Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Black or African American	5	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	5	0	0	0	0	0	0	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
White	26	0	0	0	0	26	0	0	0	0	0	0	4	0	0	0	0	0	4	22	0	0	0	0	0	22	0	0	0	0	0	0
Multi-Racial	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
Unknown	4	1	0	1	0	6	2	1	0	1	0	4	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	0	0	0	1	
Ethnicity																																
Hispanic	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Non-Hispanic	28	0	0	0	0	28	0	0	0	0	0	0	0	0	0	0	0	0	28	0	0	0	0	0	28	0	0	0	0	0	0	
Unknown	7	1	0	1	0	9	2	1	0	1	0	4	4	0	0	0	0	4	0	0	0	0	0	0	1	0	0	0	0	0	1	
Missing/Blank	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age																																
< 18 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
18 – 25 years	30	0	0	0	0	30	0	0	0	0	0	0	4	0	0	0	0	4	26	0	0	0	0	0	26	0	0	0	0	0	0	
26 – 35 years	2	0	0	0	0	2	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0	0	0	0	1	0	0	0	0	0	0	
36 – 45 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
46 - 55 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
56 - 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Unknown	4	1	0	1	0	6	2	1	0	1	0	4	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	0	0	0	1	
TOTAL Complainants	36	1	0	1	0	38	2	1	0	1	0	4	5	0	0	0	0	5	28	0	0	0	0	0	28	1	0	0	0	0	1	

XIV. WAY FORWARD

Hazing has no place in DoD, and the Department continues to improve processes to prevent and respond to hazing misconduct. A climate of dignity and respect in which individuals who experience, and bystanders who witness, hazing feel empowered to report such complaints, and where perpetrators are held appropriately accountable, brings us closer to achieving our objectives aligned with DoD's four distinct lines of effort to detect, prevent, deter and ultimately eliminate hazing.

The Department understands that to improve performance and drive hazing prevention strategies, the role of the leader must continue to evolve and expand. As such, successful prevention and response to hazing in the DoD will require commitment from every Soldier, Sailor, Airman, Marine, and DoD civilian employee.

DoD will leverage information from future surveys to gauge the prevalence of hazing. ODMEIO will work with OPA to include questions related to hazing on the Workplace Equal Opportunity Surveys and the Status of Forces Survey.

DoD will take deliberate actions to continue to address the prevention of and response to hazing. Military Service Hazing Prevention and Response Programs will be reviewed by ODMEIO and evaluated for compliance, improvements, and best practices. While DoD has made progress in recognizing, responding to, and reporting hazing, there is still much work to do to ensure that no member of DoD has to encounter hazing as a part of his/her military or civilian service. DoD continues to look toward the Hazing and Bullying Prevention and Response Working Group to enhance programs and policies that carry out efforts to identify gaps and barriers to success; explore innovative new training concepts; strengthen data collection, reporting, and tracking requirements; seek out opportunities to enhance advocacy and response processes; and continue to uphold hazing prevention and response as a mission priority.

DoD will continue to track and report, on an annual basis, the Military Departments' overall progress in implementing programs to improve hazing prevention and response by utilizing oversight bodies, such as the DDWG and the DoD Hazing and Bullying Prevention and Response Working Group, chaired by ODMEIO on behalf of the Executive Director of the Office of Force Resiliency.

The Department's work in this arena will not cease until it has achieved a first-class organizational culture, consistent with the fundamental requirement that all Service members and civilian employees behave in a manner aligned with good order and discipline, and are prepared to effectively recognize, report, and respond to hazing misconduct across DoD.

APPENDIX A

DoDI 1020.03, “Harassment Prevention and Response in the Armed Forces,” dated February 7, 2018



DOD INSTRUCTION 1020.03

HARASSMENT PREVENTION AND RESPONSE IN THE ARMED FORCES

Originating Component: Office of the Under Secretary of Defense for Personnel and Readiness

Effective: February 8, 2018

Releasability: Cleared for public release. Available on the Directives Division Website at <http://www.esd.whs.mil/DD/>.

Incorporates and Cancels: Under Secretary of Defense for Personnel and Readiness Policy Memorandum, "Prevention and Response to Sexual Harassment," September 19, 2014
Secretary of Defense Memorandum, "Prohibition of Sexual Harassment in the Department of Defense (DoD)," August 22, 1994

Approved by: Robert L. Wilkie, Under Secretary of Defense for Personnel and Readiness

Purpose: In accordance with the authority in DoD Directive (DoDD) 5124.02, this issuance:

- Establishes a comprehensive, DoD-wide military harassment prevention and response program.
- Updates military harassment prevention and response policies and programs for Service members.
- Updates harassment prevention and response procedures for Service members to submit harassment complaints, including anonymous complaints; procedures and requirements for

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- Supplements the DoD Retaliation Prevention and Response Strategy (RPRS) Implementation Plan for sexual harassment complaints involving retaliation.

SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY. This issuance:

a. Applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (referred to collectively in this issuance as the "DoD Components").

b. Does not apply to DoD civilian employees who should be referred to the appropriate servicing equal opportunity office in accordance with DoDD 1440.1; Volume 771 of DoD Instruction (DoDI) 1400.25; and Section 1561 of Title 10, (United States Code (U.S.C.)).

1.2 POLICY.

c. The Department does not tolerate or condone harassment. Harassment jeopardizes combat readiness and mission accomplishment, weakens trust within the ranks, and erodes unit cohesion. Harassment is fundamentally at odds with the obligations of Service members to treat others with dignity and respect.

d. DoD will hold leaders at all levels appropriately accountable for fostering a climate of inclusion that supports diversity, is free from harassment, and does not tolerate retaliation against those filing harassment complaints.

e. Military Departments will incorporate the definitions in the Glossary of this issuance into their respective harassment prevention and response implementing regulations and may supplement the definitions, as necessary.

f. Violations of the policies in this instruction may constitute violations of specific articles of the Uniform Code of Military Justice (UCMJ) and may result in administrative or disciplinary action.

1.2. INFORMATION COLLECTIONS.

a. Reports referred to in Paragraphs 2.1.b, 2.3.e, 2.3.f, 2.4.c, 4.2.d, 4.4.d, 4.4.e, 4.5.d, 4.8, 7.1., and 7.2. do not require licensing with a report control symbol in accordance with Paragraphs 1 and 8 of Volume 1 of DoD Manual (DoDM) 8910.01.

b. The Defense Equal Opportunity Management Institute Organizational Climate Survey has been assigned report control symbol DD-P&R(AR)2338 in accordance with the procedures

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SECTION 2: RESPONSIBILITIES

2.1. UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS (USD(P&R)). *USD(P&R):*

- a. Establishes and oversees DoD-wide policies and programs for military harassment prevention and response.
- b. Establishes standardized DoD Component data reporting requirements for harassment complaints and information collection and tracking, including approval of automated data collection interface systems.

2.2. DIRECTOR, FORCE RESILIENCY. Under the authority, direction, and control of the USD(P&R), the Director, Force Resiliency:

- a. Oversees DoD Component implementation and compliance with this instruction.
- b. Oversees and develops harassment prevention and response program strategies and plans.
- c. Provides to the USD(P&R) an assessment of programmatic effectiveness, and compliance with strategies and plans with recommendations for improvements on an annual basis.
- d. Monitors and directs strategic planning based on annual data analysis and assessment provided across Force Resiliency portfolios.
- e. Oversees the collection of data and information related to harassment complaints.
- f. Reviews and refers to the appropriate Military Department harassment complaints sent to the Secretary of Defense or the USD(P&R).

2.3. DIRECTOR, OFFICE OF DIVERSITY MANAGEMENT AND EQUAL OPPORTUNITY (ODMEO). Under the authority, direction, and control of the USD(P&R), through the Director, Force Resiliency, the Director, ODMEO:

- a. Serves as the DoD principal responsible for developing DoD harassment prevention and response policy.
- b. Directs and manages implementation of the DoD harassment prevention and response program.
- c. Conducts compliance reviews of DoD Component harassment prevention and response policies and programs in accordance with this instruction, including:

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- (1) Assessments of impartiality, timeliness, and sufficiency of harassment complaints.
- (2) Timeliness and sufficiency of feedback provided to complainants.
- (2) Effectiveness of policies and programs in reducing incidents of harassment and providing appropriate victim services, care, and support.
- d. Ensures that DoD Component harassment prevention and response programs incorporate, at minimum:
 - (1) Long-term goals, objectives, and milestones;
 - (2) Results-oriented performance measures to assess effectiveness; and
 - (3) Compliance standards for promoting, supporting, and enforcing policies, plans, and programs.
- e. Collects, assesses, and analyzes information and data regarding harassment complaints received by the Military Departments and compiles reports in accordance with reporting requirements outlined in Paragraph 7.2.
- f. Makes recommendations to the USD(P&R) through the Director, Force Resiliency, after receiving annual reports from the Military Departments, to establish, update, and maintain harassment prevention and response policies and programs.
- g. Directs the Commandant, Defense Equal Opportunity Management Institute (DEOMI), to:
 - (1) Establish standards, core competencies, and learning objectives for DoD Component harassment prevention and response training and education programs.
 - (2) Tailor training materials to Service member professional development levels and associated leadership duties and responsibilities.
 - (3) Ensure training materials and curriculum include, at minimum, prevention strategies and risk and protective factors.
 - (4) Review Military Department training plans for compliance with this instruction and sufficiency of content, and report potential deficiencies to the Director, ODMEQ.

2.4. SECRETARIES OF THE MILITARY DEPARTMENTS. The Secretaries of the Military Departments will:

- a. Establish military harassment prevention and response programs that ensure:
 - (1) Service members are treated with dignity and respect.
 - (2) Leaders at all levels are held appropriately accountable for fostering a climate of inclusion within their organizations that supports diversity, is free from harassment, and does

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not tolerate retaliation for reporting harassment allegations.

(3) Harassment complaints are investigated in an impartial and timely manner.

(4) Complainants receive access to available victim services and support, and will be afforded an opportunity to provide input regarding disposition.

(5) Complainants receive ongoing timely information regarding the status of their complaints and notice of disposition.

b. Oversee Military Department programs, which will include:

(1) Information regarding how to identify harassment, the DoD standard definitions, and types of harassment, as outlined in Section 3.

(2) Information regarding how to identify sexual assault under Article 120 of the UCMJ and reporting procedures.

(3) Information regarding reporting options, procedures, and applicable timelines to submit harassment complaints, including anonymous complaints and complaints involving a Service member's Commander or supervisor, to the appropriate Commander or supervisor, the inspector general's office, Military Equal Opportunity (MEO) office, or staff designated by the Military Service to receive harassment complaints.

(4) Procedures for Commanders and supervisors to receive, respond to, investigate, and resolve harassment complaints, including those made in Joint Service environments consistent with Paragraph 4.6.

(5) Training and education requirements for Commanders, supervisors, Service members, and any other appropriate personnel (e.g., chaplains, judge advocates, investigating officers, inspectors general, MEO personnel, and staff designated by the Service to receive complaints).

In addition to requirements in Section 6, training will include at minimum training modules and materials provided by DEOMI. Service developed training plans for such personnel will be submitted to DEOMI for review prior to implementation.

(6) Mechanisms to collect, track, assess, and analyze data and information related to harassment complaints in accordance with Section 7.

(7) Mechanisms to maintain data regarding harassment complaints in a manner that will ensure adequate tracking of complaints from Service members assigned, detailed, or otherwise working in a DoD Component, other than a Military Department, consistent with Service-specific record retention policies and procedures and DoDI 5015.02.

(8) Requirements to prominently post and publicize information regarding Military Department harassment prevention and response policies and programs, including information stated in Paragraphs 2.4.b.(1).

c. Respond to ODMEQ data calls in accordance with Section 7, including data and

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(1) Hazing and bullying data by December 1, in accordance with the December 23, 2015, Deputy Secretary of Defense Memorandum.

(2) Data and reports on all other types of harassment, including sexual harassment, by January 31.

d. Ensure that a minimum of one 24-hour toll-free or local hotline (or advice line) provides information on harassment policies and procedures covered within this issuance, including how and where to file complaints, the behaviors that constitute harassment, and information about the DoD-wide hotline for Sexual Assault at <https://www.SafeHelpline.org>.

e. Ensure appropriate administrative or disciplinary action is taken against Service members in complaints involving substantiated harassment complaints.

f. Mandate that substantiated complaints are annotated on fitness reports or performance evaluations.

g. Verify that Commanders conduct climate assessments and take appropriate action as required.

h. Assist and support harassment complainants in accordance with DoDD 1350.2, DoDI 1030.2, and DoDI 6400.07. Complainants should be provided adequate protection and care, and informed about available support resources, including:

(1) Military and civilian emergency medical and support services.

(2) Public and private programs that are available to provide counseling, treatment, and other support.

(3) Organizations and entities on- and off-base that provide victim and witness services and support.

2.5. DOD COMPONENT HEADS OTHER THAN THE SECRETARIES OF THE MILITARY DEPARTMENTS. The DoD Component heads other than the Secretaries of the Military Departments will:

a. Ensure Service members are treated with dignity and respect.

b. Leaders at all levels are held appropriately accountable for fostering a climate of inclusion within their organizations that supports diversity, is free from harassment, and does not tolerate retaliation for reporting harassment allegations.

c. Refer harassment complaints from Service members assigned, detailed, or otherwise working in a DoD Component other than a Military Department to the Service member's Military Department and provide them information regarding

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reporting options.

d. Prominently post and publicize information regarding Military Department harassment prevention and response policies and programs, including information stated in paragraph 2.4.b.(1).

e. Mandate that substantiated complaints are annotated on fitness reports or performance evaluations.

f. Support investigations by providing access to information, as appropriate, to ensure that investigations are impartial and timely.

g. Ensure training and education requirements are consistent with those outlined in Section 6.

h. Assist and support harassment complainants in accordance with DoDD 1350.2, DoDI 1030.2, and DoDI 6400.07. Complainants should be provided adequate protection and care, and informed about available support resources, including:

(1) Military and civilian emergency medical and support services.

(2) Public and private programs that are available to provide counseling, treatment, and other support.

(3) Organizations and entities on- and off-base that provide victim and witness services and support.

2.6. CHIEF, NATIONAL GUARD BUREAU. The Chief, National Guard Bureau, will implement the policies and procedures outlined in this instruction, consistent with DoDD 1350.2.

SECTION 3: TYPES OF HARASSMENT COVERED BY THIS ISSUANCE

3.1. HARASSMENT. Behavior that is unwelcome or offensive to a reasonable person, whether oral, written, or physical, that creates an intimidating, hostile, or offensive environment. Harassment can occur through electronic communications, including social media, other forms of communication, and in person. Harassment may include offensive jokes, epithets, ridicule or mockery, insults or put-downs, displays of offensive objects or imagery, stereotyping, intimidating acts, veiled threats of violence, threatening or provoking remarks, racial or other slurs, derogatory remarks about a person's accent, or displays of racially offensive symbols. Activities or actions undertaken for a proper military or governmental purpose, such as combat survival training, are not considered harassment.

3.2. DISCRIMINATORY HARASSMENT. A form of harassment that is unwelcome conduct based on race, color, religion, sex (including gender identity), national origin, or sexual orientation.

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3.3. SEXUAL HARASSMENT.

a. Sexual harassment is:

(1) Conduct that:

(a) Involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;

2. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or

3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive environment; and

(b) Is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.

(2) Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the Armed Forces.

(3) Any deliberate or repeated unwelcome verbal comments or gestures of a sexual nature by any member of the Armed Forces or civilian employee of the Department of Defense.

b. There is no requirement for concrete psychological harm to the complainant for behavior to constitute sexual harassment. Behavior is sufficient to constitute sexual harassment if it is so severe or pervasive that a reasonable person would perceive, and the complainant does perceive, the environment as hostile or offensive.

c. Sexual harassment can occur through electronic communications, including social media, other forms of communication, and in person.

3.4. BULLYING. A form of harassment that includes acts of aggression by Service members or DoD civilian employees, with a nexus to military service, with the intent of harming a Service member either physically or psychologically, without a proper military or other governmental purpose. Bullying may involve the singling out of an individual from his or her coworkers, or unit, for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim. Bullying can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

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a. Bullying is evaluated by a reasonable person standard and includes, but is not limited to the following when performed without a proper military or other governmental purpose:

- (1) Physically striking another person in any manner or threatening to do the same;
- (2) Intimidating, teasing, or taunting another person;
- (3) Oral or written berating of another person with the purpose of belittling or humiliating;
- (4) Encouraging another person to engage in illegal, harmful, demeaning or dangerous acts
- (5) Playing abusive or malicious tricks;
- (6) Branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting another person
- (7) Subjecting another person to excessive or abusive use of water;
- (8) Forcing another person to consume food, alcohol, drugs, or any other substance;
- (9) Degrading or damaging another's property or reputation; and
- (10) Soliciting, coercing, or knowingly permitting another person to solicit or coerce acts of bullying.

b. Bullying does not include properly directed command or organizational activities that serve a proper military or other governmental purpose, or the requisite training activities required to prepare for such activities (e.g., command-authorized physical training).

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c. Service members may be responsible for an act of bullying even if there was actual or implied consent from the victim and regardless of the grade or rank, status, or Service of the victim.

d. Bullying is prohibited in all circumstances and environments, including off-duty or "unofficial" unit functions and settings.

3.5. HAZING. A form of harassment that includes conduct through which Service members or DoD employees, without a proper military or other governmental purpose but with a nexus to military Service, physically or psychologically injures or creates a risk of physical or psychological injury to Service members for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DoD civilian organization. Hazing can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

a. Hazing is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without a proper military or other governmental purpose:

- (1) Any form of initiation or congratulatory act that involves physically striking another person in any manner or threatening to do the same;
- (2) Pressing any object into another person's skin, regardless of whether it pierces the skin, such as "pinning" or "tacking on" of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object;
- (3) Oral or written berating of another person with the purpose of belittling or humiliating;
- (4) Encouraging another person to engage in illegal, harmful, demeaning or dangerous acts;
- (5) Playing abusive or malicious tricks;
- (6) Branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting another person;
- (7) Subjecting another person to excessive or abusive use of water;
- (8) Forcing another person to consume food, alcohol, drugs, or any other substance; and
- (9) Soliciting, coercing, or knowingly permitting another person to solicit or coerce acts of hazing.

b. Hazing does not include properly directed command or organizational activities that serve a proper military or other governmental purpose, or the requisite training activities required to prepare for such activities (e.g., administrative corrective measures, extra military instruction, or command-authorized physical training).

c. Service members or DoD civilian employees may be responsible for an act of hazing even if there was actual or implied consent from the victim and regardless of the grade or rank, status, or Service of the victim.

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d. Hazing is prohibited in all circumstances and environments including off-duty or "unofficial" unit functions and settings.

3.6. RETALIATION. Retaliation encompasses illegal, impermissible, or hostile actions taken by a Service member's chain of command, peers, or coworkers as a result of making or being suspected of making a protected communication in accordance with DoDD 7050.06. Retaliation for reporting a criminal offense can occur in several ways, including reprisal. Investigation of complaints of non-criminal retaliatory actions other than reprisal will be processed consistent with Service-specific regulations. In addition to reprisal, defined in Paragraph 3.7, additional retaliatory behaviors include ostracism, maltreatment, and criminal acts for a retaliatory purpose in connection with an alleged sex-related offense or sexual harassment; or for performance of duties concerning an alleged sex-related offense or sexual harassment. For detailed definitions of the full range of retaliatory behaviors, see the RPRS Implementation Plan.

3.7. REPRISAL. In accordance with Section 1034 of Title 10, U.S.C., as implemented by DoDD 7050.06, reprisal is defined as taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, for making, preparing to make, or being perceived as making or preparing to make a protected communication.

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SECTION 4: PROCEDURES AND REQUIREMENTS FOR PROCESSING HARASSMENT COMPLAINTS FROM SERVICE MEMBERS

4.1. INFORMAL COMPLAINTS. Informal complaints, as defined in this instruction, should be addressed at the lowest possible level. Data collection requirements, in accordance with Section 7, are applicable to informal complaints.

4.2. FORMAL HARASSMENT COMPLAINTS NOT INVOLVING SEXUAL HARASSMENT OR SEXUAL ASSAULT ALLEGATIONS. Formal harassment complaints will be processed in accordance with the following timelines and requirements:

a. To the extent practicable, within 5 duty days of receipt of the complaint, forward the complaint, with a detailed description of the facts and circumstances, to the next superior officer in the chain of command who is authorized to convene a general court-martial.

b. Commence, or cause the commencement of, an investigation of the complaint within 5 duty days of receipt of the complaint.

c. Notify complainants when an investigation begins, provide them information about the investigation process and victim support resources available, on- and off-base, and any appeal rights. When the investigation is complete, the complainant must be notified whether the complaint was substantiated or unsubstantiated.

d. Closely monitor and ensure timely completion of any investigation and, to the extent practicable, direct the investigation to be completed not later than 30 days after the date on which the investigation is commenced. In addition:

(1) A final report on the results of the investigation, including any action taken, will be submitted to the next superior officer as referenced in Paragraph 4.2.a. within 36 days after the date on which the investigation is commenced; or

(2) If the investigation cannot be completed within the timeline stated in Paragraph 4.2.d., a report on the progress made in completing the investigation will be submitted to the superior officer as referenced in Paragraph 4.2.a. after the date on which the investigation is commenced and every 14 days thereafter until the investigation is completed. Upon completion of the investigation, a final report on the results of the investigation must be submitted, including any action taken, to the next superior officer as referenced in Paragraph 4.2.a.

4.3. HARASSMENT COMPLAINTS INVOLVING SEXUAL ASSAULT ALLEGATIONS. Harassment complaints involving sexual assault allegations must be:

a. Referred to a sexual assault response coordinator for victim support services in accordance with DoDD 6495.01, DoDI 6495.02, and the DoD RPRS Implementation Plan.

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b. Referred for investigation to the appropriate military criminal investigative organization, in accordance with DoDI 5505.18.

4.4. SEXUAL HARASSMENT COMPLAINTS NOT INVOLVING SEXUAL ASSAULT ALLEGATIONS. Sexual harassment complaints will be processed in accordance with the following timelines and requirements, in accordance with Section 1561 of Title 10, U.S.C.:

a. To the extent practicable, within 72 hours of receipt of the complaint, forward the complaint, with a detailed description of the facts and circumstances, to the next superior officer in the chain of command who is authorized to convene a general court-martial.

b. Commence, or cause the commencement of, an investigation of the complaint within 72 hours of receipt of the complaint.

c. Notify complainants when an investigation begins, provide them information about the investigation process and victim support resources available, on- and off-base, and any appeal rights. When the investigation is complete, the complainant must be notified whether the complaint was substantiated or unsubstantiated.

d. Closely monitor and ensure timely completion of any investigation and, to the extent practicable, direct the investigation to be completed not later than 14 days after the date on which the investigation is commenced. In addition:

(1) A final report on the results of the investigation, including any action taken, will be submitted to the next superior officer as referenced in Paragraph 4.4.a. within 20 days after the date on which the investigation is commenced; or

(2) If the investigation cannot be completed within the timeline stated in Paragraph 4.4.d., a report on the progress made in completing the investigation will be submitted to the superior officer as referenced in Paragraph 4.4.a. after the date on which the investigation is commenced and every 14 days thereafter until the investigation is completed. Upon completion of the investigation, a final report of investigation must be submitted, including any action taken, to the next superior officer as referenced in Paragraph 4.4.a.

e. All reports of investigation of complaints alleging sexual harassment must be reviewed for legal sufficiency.

f. Follow procedures for processing sexual harassment complaints, including anonymous complaints, occurring in confinement facilities and involving military inmates, in accordance with Section 15601 of Title 42, U.S.C., also known as the "Prison Rape Elimination Act of 2003."

4.5. HARASSMENT COMPLAINTS IN JOINT SERVICE ENVIRONMENTS.

Secretaries of Military Departments will:

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- a. Ensure that harassment complaints are processed through the Command or Service that has administrative control, or disciplinary authority, or a combination thereof, over the alleged offender.
- b. Ensure that joint Commanders forward the complaint, with a detailed description of the facts and circumstances, to the next superior officer in the alleged offender's chain of command who is authorized to convene a general court-martial.
- c. Require the alleged offender's Commander or supervisor to provide updates, as appropriate, to the complainant's Commander or supervisor, upon receipt of complaint through final disposition.
- d. Ensure, upon completion and final disposition of the complaint, that the complainant's Commander and the offender's Commander are informed of the final disposition for proper tracking, documentation, file maintenance, and records management purposes.
- e. Respond to incidents of harassment and comply with investigation timelines and notification requirements established in this issuance.

4.6. ANONYMOUS COMPLAINTS. Actions taken regarding anonymous complaints will depend upon the extent of information provided by complainants. If an anonymous complaint contains sufficient information to permit the initiation of an investigation, the investigation will be initiated by the commanding officer or supervisor in accordance with this instruction and any Service-specific guidance. If an anonymous complaint does not contain sufficient information to permit the initiation of an investigation, the information should be documented in a Memorandum for Record and maintained on file in accordance with disposition instructions and the central point of contact responsible for processing harassment complaints. The Memorandum for Record should contain the following information, if available:

- a. Date and time the information was received;
- b. A detailed description of the facts and circumstances included in the complaint;
- c. Date and time the complaint was resolved and by whom; and
- d. Any other pertinent information.

4.7. SUPPLEMENTAL GUIDANCE. Military Departments will establish supplemental guidance for receiving, responding to, investigating, and resolving harassment complaints consistent with the timelines and procedures outlined in this instruction.

4.8. RELEASE OF REPORTS.

- a. Inform complainants of the availability of a final investigative report and their right to

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request a copy of the investigative final report, redacted as necessary to comply with Section 552a of Title 5, U.S.C., also known as the "Privacy Act of 1974," as amended, and any other applicable laws and regulations.

b. Freedom of Information Act requests will be processed in accordance with DoDM 5400.07.

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SECTION 5: RESPONDING TO HARASSMENT COMPLAINTS FROM SERVICE MEMBERS

5.1. RESPONDING TO HARASSMENT COMPLAINTS. Commanders and supervisors will:

- a. Inform Service members of available reporting options and procedures, including to their Commander, supervisor, the inspector general's office, MEO office, or staff designated by the military service to receive complaints. One official will be specifically designated to receive allegations of harassment involving Commanders and supervisors to ensure impartial adjudication of such complaints.
- b. Advise Service members of available support resources.
- c. Respond to and, as appropriate, investigate all harassment complaints as identified in Section 4.
- d. Follow additional procedures and comply with requirements set forth in Component-specific policies and guidance.
- e. Follow the procedures in the RPRS Implementation Plan if the complainant alleges sexual harassment and retaliation.
- f. Take appropriate disciplinary or administrative action when a complaint is substantiated.
- g. Determine whether a climate assessment is warranted or additional unit training is required.

5.2. APPEALING ADMINISTRATIVE FINDINGS OF HARASSMENT COMPLAINTS.

Commanders and supervisors will inform complainants of the process for appealing administrative findings of complaints in accordance with DoDD 1350.2.

SECTION 6: PREVENTION AND RESPONSE TRAINING AND EDUCATION**6.1. PREVENTION AND RESPONSE TRAINING AND EDUCATION PROGRAMS.**

DoD Component heads will ensure harassment prevention and response training and education programs are established at all levels of professional military development from the accession point to the assumption of senior leader grade.

6.2. REQUIREMENTS FOR PREVENTION AND RESPONSE TRAINING AND EDUCATION PROGRAMS. Harassment prevention and response training and education programs will include:

- a. Mechanisms to ensure training is delivered only by instructors who possess the appropriate skills and competencies.

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- b. To the extent practicable, training to the same audiences and in the same venues (e.g., command training and unit status reports) as sexual assault prevention and response training.
- c. Roles and responsibilities of Service members, including fostering a culture free from harassment.
- d. Information on how to identify harassment, DoD standard definitions and types of harassment as outlined in Section 3.
- e. Options and procedures for submitting informal (as applicable), formal, and anonymous harassment complaints.
- f. Information regarding how to identify sexual assault under Article 120 of the UCMJ and reporting procedures.
- g. Information regarding the Service-specific office of primary responsibility for sexual assault complaints.
- h. Information regarding how to identify and report retaliation in accordance with the RPRS Implementation Plan.
- i. Information regarding how to identify and report reprisal in accordance with DoDD 7050.06.
- j. Information regarding bystander intervention to ensure Service members have the skills to recognize when to intervene and the tools necessary to implement the intervention.
- k. Information regarding any administrative or disciplinary action that could be taken.

SECTION 7: DATA COLLECTION AND REPORTING REQUIREMENTS

7.1. DATA COLLECTION. Secretaries of the Military Departments will ensure that the Military Departments maintain data on harassment complaints, including informal (if applicable), formal, and anonymous reports. Military Departments will annually report data to the Director, ODMEIO, through a DoD approved automated data collection interface. At a minimum, the Military Departments' data will include:

- a. The type of complaint (i.e., informal (if applicable), formal or anonymous).
- b. The number of complaints received and the types of harassment alleged.
- c. The number of complaints substantiated, the types of harassment alleged, and the types of harassment substantiated, if any.
- d. The demographics (e.g., race/ethnicity, gender, and grade) of the complainant and alleged offender.
- e. The relationship between the complainant and the alleged offender at the time of the incident(s) (e.g., superior, coworker, subordinate).
- f. The duty status of both the complainant and alleged offender (e.g., training, temporary duty, leave, and on-duty or off-duty).
- g. Whether the alleged offender has prior substantiated harassment complaints documented in his or her personnel file.
- h. A narrative description of the alleged incident(s), including the use of social media.
- i. For Service members assigned, detailed, or otherwise working in a DoD or OSD Component other than a Military Department, the identification of the DoD Component in which the harassment complaint arose.
- j. The location of the alleged incident.
- k. The timeline of events from the date of complaint to final disposition, and reason(s) for any delays.
- l. The adjudication and disposition of substantiated complaints, including by whom and at what level of the organization the allegation was investigated, and by whom and at what level of the organization the allegation was adjudicated.
- m. Data on retaliation complaints associated with complaints of sexual harassment, in accordance with the RPRS Implementation Plan.

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7.2. REPORTING REQUIREMENTS. The Director, ODMEQ, will provide a consolidated annual report to the USD(P&R), through the Director, Force Resiliency that incorporates non-personally identifiable information and data collected by the Military Departments related to harassment complaints identified in Paragraph 7.1. The report will include:

- a. An aggregation and assessment of the information and data provided by the Military Departments.
- b. Information regarding DoD efforts to improve harassment prevention and response policies and procedures.
- c. Recommendations to strengthen harassment prevention and response efforts, if appropriate.

GLOSSARY

G.1. ACRONYMS.

DEOMI	Defense Equal Opportunity Management Institute
DoDD	DoD directive
DoDI	DoD instruction
DoDM	DoD manual
MEO	military equal opportunity
ODMEO	Office of Diversity Management and Equal Opportunity
RPRS	retaliation prevention and response strategy
UCMJ	Uniform Code of Military Justice
USD(P&R)	Under Secretary of Defense for Personnel and
U.S.C.	Readiness United States Code

G.2. DEFINITIONS. Unless otherwise noted, these terms and their definitions are for the purpose of this issuance.

anonymous complaint. Complaint received by a commanding officer or supervisor, regardless of the means of transmission, from an unknown or unidentified source, alleging harassment. The individual is not required to divulge any personally identifiable information.

civilian employee. As defined in Section 2105 of Title 5, U.S.C.

complaint. An allegation of harassment made by a Service member to a Commander, supervisor, the inspector general's office, MEO office, or staff designated by the Military Service to receive harassment complaints.

formal complaint. An allegation submitted in writing to the staff designated to receive such complaints in Military Department operating instructions and regulations; or an informal complaint, which the commanding officer or other person in charge of the organization, determines warrants an investigation.

informal complaint. An allegation, made either orally or in writing, that is not submitted as a formal complaint through the office designated to receive harassment complaints. The allegation may be submitted to a person in a position of authority within the Service member's organization or outside of the Service member's organization.

investigation. An examination into allegations of wrongdoing or misconduct.

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joint service environment. A locality from which operations of two or more of the Military Departments are projected or supported and which is manned by significant elements of two or more Military Departments or in which significant elements of two or more Military Departments are located. Includes joint commands, joint bases, Defense Agencies, and joint field activities that involve more than one branch of Military Service.

military criminal investigative organization. The U.S. Army Criminal Investigation Command, Naval Criminal Investigative Service, and Air Force Office of Special Investigations.

Service member. A Regular or Reserve Component officer (commissioned or warrant) or enlisted member of the Army, Navy, Air Force, Marine Corps, and the Coast Guard (when it is operating as a Service in the Navy) on active duty.

social media. Web-based tools, websites, applications, and media that connect users and allow them to engage in dialogue, share information, collaborate, and interact.

supervisor. A commissioned officer, non-commissioned officer or DoD civilian employee in a supervisory or command position.

sexual assault. Intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. As used in this Instruction, the term includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses.

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REFERENCES

- Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," December 23, 2015
- DoD Directive 1350.2, "Department of Defense Military Equal Opportunity (MEO) Program," August 18, 1995, as amended
- DoD Directive 1440.1, "The DoD Civilian Equal Employment Opportunity (EEO) Program," May 21, 1987, as amended
- DoD Directive 5124.02, "Under Secretary of Defense for Personnel and Readiness (USD(P&R))," June 23, 2008
- DoD Directive 6495.01, "Sexual Assault Prevention and Response (SAPR) Program," January 23, 2012, as amended
- DoD Directive 7050.06, "Military Whistleblower Protection," April 17, 2015
- DoD Instruction 1030.2, "Victim and Witness Assistance Procedures," June 4, 2004
- DoD Instruction 1400.25, Volume 771, "DoD Civilian Personnel Management System: Administrative Grievance System," December 26, 2013
- DoD Instruction 5015.02, "DoD Records Management Program," February 24, 2015, as amended
- DoD Instruction 5505.18, "Investigation of Adult Sexual Assault in the Department of Defense," March 22, 2017
- DoD Instruction 6400.07, "Standards for Victim Assistance Services in the Military Community," November 25, 2013, as amended
- DoD Instruction 6495.02, "Sexual Assault Prevention and Response (SAPR) Program Procedures," March 28, 2013, as amended
- DoD Manual 5400.07, "DoD Freedom of Information Act (FOIA) Program," January 25, 2017
- DoD Manual 8910.01, Volume 1, "DoD Information Collections Manual: Procedures for DoD Internal Information Collections," June 30, 2014, as amended
- DoD Retaliation and Prevention and Response Strategy Implementation Plan, dated January 2017
- Under Secretary of Defense for Personnel and Readiness Policy Memorandum, "Prevention and Response to Sexual Harassment," September 19, 2014
- Uniform Code of Military Justice, Article 120 United States Code, Title 5
- United States Code, Title 10 United States Code, Title 42

APPENDIX B

Deputy Secretary of Defense Memorandum, “Hazing and Bullying Prevention and Response in the Armed Forces,” dated December 23, 2015.



DEPUTY SECRETARY OF DEFENSE
1010 DEFENSE PENTAGON
WASHINGTON, DC 20301 - 1 010

DEC 23 2015

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
 CHAIRMAN OF THE JOINT CHIEFS OF STAFF
 UNDER SECRETARIES OF DEFENSE
 DEPUTY CHIEF MANAGEMENT OFFICER
 CHIEF OF THE NATIONAL GUARD BUREAU
 GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
 DIRECTOR, COST ASSESSMENT AND PROGRAM EVALUATION
 INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
 DIRECTOR, OPERATIONAL TEST AND EVALUATION
 DEPARTMENT OF DEFENSE CHIEF INFORMATION OFFICER
 ASSISTANT SECRETARY OF DEFENSE FOR LEGISLATIVE
 AFFAIRS
 ASSISTANT TO THE SECRETARY OF DEFENSE FOR PUBLIC
 AFFAIRS
 DIRECTOR, NET ASSESSMENT
 DIRECTORS OF THE DEFENSE AGENCIES
 DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Hazing and Bullying Prevention and Response in the Armed Forces

Hazing and bullying erode mission readiness and will not be tolerated in this Department. Treating each other with dignity and respect is an essential element of the morale of our Nation's Armed Forces and the welfare of our Soldiers, Sailors, Airmen, Marines, and Department of Defense civilian employees.

There are many time-honored traditions in our Services, but hazing and bullying are not among them and have no place in our force. Hazing involves so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm in order to achieve status or inclusion in a military or Department of Defense civilian organization. Bullying, on the other hand, involves acts of aggression intended to single out certain individuals from their teammates or co-workers, or to exclude them from a military element, unit, or other Department of Defense organization. Hazing and bullying are unacceptable and are prohibited in all circumstances and environments, including off-duty or in "unofficial unit functions" and settings. Ubiquitous social media and near real-time electronic communications have fundamentally changed how we interact with others, both individually and in groups. The prohibition on hazing and bullying extends to such misconduct committed via electronic communications, as well as in the context of in-person interactions and through other means.

This memorandum and its attachment replace the 1997 policy memorandum, "*Hazing*." Comprehensive definitions of hazing and bullying are provided in the attachment. Additionally, the attachment provides enterprise-wide guidance on prevention training and education, as well as requirements for tracking and reporting incidents of hazing and bullying. Incidents of hazing



OSD014419-15/CMD019006-15

Appendix B

or bullying that may involve allegations of sexual assault, sexual harassment, or discrimination must be addressed in accordance with the full panoply of laws, regulations, and policies pertaining to such allegations.

I direct the Secretaries of the Military Departments, with input from the Chiefs of the Military Services and the Chief of the National Guard Bureau, to develop instructions to comply with the procedures outlined in the attachment. The Military Departments and the National Guard Bureau shall promulgate appropriate punitive regulations prohibiting Service members from engaging in hazing or bullying. In addition, the heads of all Department of Defense Components shall review their policies and procedures regarding civilian employee service to ensure that employees who engage in hazing or bullying are subject to appropriate corrective and/or disciplinary action.

Authority to amend or supplement Department of Defense policies on hazing and bullying prevention and response is delegated to the Under Secretary of Defense for Personnel and Readiness (including the Principal Deputy Under Secretary of Defense for Personnel and Readiness); further delegation is not permitted. For more information, contact the Office of Diversity Management and Equal Opportunity at osd.pentagon.ousd-p-r.mbx.osd-diversity@mail.mil.

Attachment:
As stated

2017 ANNUAL REPORT ON HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

Attachment

Definition of Hazing: Hazing is any conduct through which a military member or members, or a Department of Defense civilian employee or employees, without a proper military or other governmental purpose but with a nexus to military service or Department of Defense civilian employment, physically or psychologically injure or create a risk of physical or psychological injury to one or more military members, Department of Defense civilians, or any other persons for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or Department of Defense civilian organization.

Hazing includes, but is not limited to, the following when performed without a proper military or other governmental purpose: any form of initiation or congratulatory act that involves physically striking another in any manner or threatening to do the same; pressing any object into another person's skin, regardless of whether it pierces the skin, such as "pinning" or "tacking on" of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object; oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; subjecting to excessive or abusive use of water; and the forced consumption of food, alcohol, drugs, or any other substance. Hazing can be conducted through the use of electronic devices or communications, and by other means, as well as in person.

Definition of Bullying: Bullying is an act of aggression by a military member or members, or Department of Defense civilian employee or employees, with a nexus to military service or Department of Defense civilian employment, with the intent of harming a military member, Department of Defense civilian, or any other persons, either physically or psychologically, without a proper military or other governmental purpose. Bullying may involve the singling out of an individual from his or her co-workers, or unit, for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

Bullying includes, but is not limited to, the following when performed without a proper military or other governmental purpose: physically striking another in any manner or threatening to do the same; intimidating; teasing; taunting; oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning, or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; subjecting to excessive or abusive use of water; the forced consumption of food, alcohol, drugs, or any other substance; and degrading or damaging the person or his or her property or reputation. Bullying can be conducted through the use of electronic devices or communications, and by other means, as well as in person.

Issues and Concerns Common to Both Hazing and Bullying: Soliciting, coercing, or knowingly permitting another person to solicit or coerce acts of hazing or bullying may be considered acts of hazing or bullying. A military member or Department of Defense civilian employee may still

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be responsible for an act of hazing or bullying, even if there was actual or implied consent from the victim and regardless of the grade/rank, status, or Service of the victim.

Hazing or bullying does not include properly directed command activities that serve a legitimate purpose, or the requisite training activities required to prepare for such activities (e.g., administrative corrective measures, extra military instruction, or command-authorized physical training). Hazing and bullying are prohibited in all circumstances and environments, including off-duty or in "unofficial" unit functions and settings.

Incidents of hazing or bullying that may involve allegations of sexual assault, sexual harassment, or discrimination must be addressed in accordance with the full panoply of laws, regulations, and policies pertaining to such allegations. In all complaints, appropriate reporting and investigative protocols shall be followed and support and care shall be provided to complainants and victims.

Training and Education: Incorporating training and education on preventing and responding to hazing and bullying is an important component of military culture. Therefore, training must occur at all levels, from the accession point to the assumption of senior leader rank and position. All such training and education will include descriptions of the Military Department's hazing and bullying policies and the definitions of both hazing and bullying. In addition, training will differentiate between hazing and bullying and appropriate administrative corrective measures, extra military instruction, and command-authorized physical training. The training must emphasize that bullying and hazing are unacceptable and prohibited. Finally, training must include examples of hazing and bullying behaviors and illustrate how these behaviors negatively impact the mission, as well as information on how to report hazing and bullying incidents, and victim rights and resources.

Tracking and Reporting: The process for tracking and reporting hazing and bullying in the Military Departments and National Guard Bureau vary. Based on the requirement to track and report hazing and bullying, representatives from the Office of the Secretary of Defense, the Military Departments and the National Guard Bureau will standardize the reporting process and its elements. At a minimum, and effective the date of this memorandum, each Department of Defense Component will track all allegations of hazing and bullying and annually report the following elements of information to the Office of Diversity Management and Equal Opportunity, with the first such report to be submitted 180 days after approval of this memorandum:

- Number of substantiated and number of unsubstantiated reports or allegations of hazing
- Number of substantiated and number of unsubstantiated reports or allegations of bullying
- As to each report or allegation of hazing or bullying:
 - Demographics regarding both the complainant and alleged offender (as to each, their gender, grade, and race)
 - Relationship between the complainant and alleged offender (superior, co-worker, subordinate, etc.)
 - General nature of the alleged hazing or bullying incident (physical, psychological, verbal, technological, a combination, individual or group, etc.)
 - Location of the hazing or bullying incident (on-duty, off-duty, etc.)

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- o Duty status of both the complainant and alleged offender at the time of the alleged hazing or bullying (training, temporary duty, present for duty, leave, etc.)
- o Description of the act(s) of hazing or bullying complained of or alleged
- o Description of the act(s) of hazing or bullying substantiated
- o Adjudication and disposition of any substantiated allegation (by whom and at what level of the organization the allegation was investigated, by whom and at what level of the organization the allegation was adjudicated, and the disposition of the allegation, including: no action, non-judicial punishment, discharge in lieu of court-martial or other adverse action, adverse administrative action, court-martial, etc.)

APPENDIX C

Department of Defense FY 2016-2017 Hazing Data Collection Template

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FISCAL YEAR 2016—2017 DEPARTMENT OF DEFENSE HAZING DATA COLLECTION TEMPLATE	
TOTAL COMPLAINTS	
# Substantiated complaints	
# Unsubstantiated complaints	
# Pending complaints	
COMPLAINTS INVOLVING REPEAT OFFENDER(S)	
# Total complaints involving repeat offender	
# Substantiated complaints involving repeat offender	
# Unsubstantiated complaints involving repeat offender	
# Pending complaints involving repeat offender	
NATURE OF INCIDENT	
# Physical	
# Psychological	
# Electronic Media	
# Other Written	
# Verbal	
# Other (Explain in comment section)	
OCCURRENCE OF INCIDENT	
Duty Status During Incident	
# On Duty (i.e., during typical duty hours when member is present for performance of duty)	
# Off Duty (i.e., outside of typical duty hours)	
# While on leave	
# Deployed to a combat zone or to an area where complainant drew imminent danger pay	
# During any type of military combat training	
# On TDY/TAD, to include at sea or during field exercises/alerts	
# During military occupational specialty school/technical training/advanced individual training	
# Other/Unknown	
Location of Incident	
CONUS	
# On a military installation	
# Non-military locale	
# State armories and reserve centers	
# Unknown/Not reported	
OCONUS	
# On a military installation	
# Non-military locale	
# Unknown/Not reported	
NOTIFICATION (Convening Authority)	
# Within 3 duty days	
# More than 3 duty days	
# Unknown (Please explain)	
FINAL ADJUDICATION FOR OFFENDERS IN COMPLETED INVESTIGATIONS	
Criminal Justice System	
• Courts-Martial:	
○ Type of court:	
▪ Summary	
▪ Special	
▪ General	

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○ Court-martial charges:			
▪ Hazing charges only			
▪ Joined with non-hazing/bullying offenses			
▪ Hazing charges <u>dismissed</u> after preferral			
◆ Reason:			
▪ Resignation in Lieu of Court-Martial (Officers)			
▪ Discharge in Lieu of Court-Martial (Enlisted)			
▪ Retirement in Lieu of Court-Martial (Officers and Enlisted)			
○ Convictions:			
▪ For hazing offenses only			
▪ For non-hazing offenses only			
▪ Of both hazing and non-hazing offenses			
○ Acquittals:			
▪ Of only hazing offenses			
▪ Of only non-hazing offenses			
▪ Of all charges			
• Cases referred to a Civilian Investigative Authority:			
○ Disposition			
• Nonjudicial Punishment (NJP), Under Article 15, UCMJ:			
○ Hazing offense only			
▪ Offense(s) committed/NJP imposed			
▪ Offense(s) not committed/NJP inappropriate			
○ Hazing joined with non-hazing offenses			
▪ Only hazing committed/NJP appropriate			
▪ Only non-hazing offenses committed/NJP appropriate			
▪ Both hazing and non-hazing offenses committed/NJP appropriate			
▪ No offenses committed/NJP inappropriate			
Adverse Administrative Action Type			
• Administrative Counseling, Admonitions, and Reprimands			
• Assignment Action			
• No Action (Explain in comment section)			
• Adverse Promotion/Demotion Action			
• Other (Explain in comment section)			
• Administrative Discharge			
○ Basis			
○ Findings			
○ Recommendation			
○ Characterization			
○ Probation and Recommendation			
○ Decision of convening/show cause authority			
• Protective Order			
○ Civilian restraining order			
○ Military protective order			
• Civilian Personnel Action (Explain in comment section)			
SUMMARY OF DEMOGRAPHIC INFORMATION			
Alleged Offender(s) by Grade, Race, Ethnicity, Age (MALE)	Active Duty	Guard	Reserve
Grade			
# E1-E4			
# E5-E6			
# E7-E9			
# W1-W5			
# O1-O3			
# O4-O6			
# O7-O10			
# GS 1-8			

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# GS 9-13			
# GS 14-15			
# Senior Technician			
# Senior Leader			
# SES			
# DoD/Service civilian contractor			
Race			
# American Indian or Alaska Native			
# Asian			
# Black or African American			
# Native Hawaiian or Other Pacific Islander			
# White			
# Multi Racial			
# Unknown			
Ethnicity			
# Hispanic			
# Non-Hispanic			
# Unknown			
Age			
# < 18 years			
# 18-25 years			
# 26-35 years			
# 36-45 years			
# 46-55 years			
# 56-65 years			
# > 66 years			
# Unknown			
Alleged Offender(s) by Grade, Race, Ethnicity, Age (FEMALE)			
	Active Duty	Guard	Reserve
Grade			
# E1-E4			
# E5-E6			
# E7-E9			
# W1-W5			
# O1-O3			
# O4-O6			
# O7-O10			
# GS 1-8			
# GS 9-13			
# GS 14-15			
# Senior Technician			
# Senior Leader			
# SES			
# DoD/Service civilian contractor			
Race			
# American Indian or Alaska Native			
# Asian			
# Black or African American			
# Native Hawaiian or Other Pacific Islander			
# White			

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# Multi Racial			
# Unknown			
Ethnicity			
# Hispanic			
# Non-Hispanic			
# Unknown			
Age			
# < 18 years			
# 18-25 years			
# 26-35 years			
# 36-45 years			
# 46-55 years			
# 56-65 years			
# > 66 years			
# Unknown			
Complainant(s) by Grade, Race, Ethnicity, Age (MALE)			
	Active Duty	Guard	Reser
Grade			
# E1-E4			
# E5-E6			
# E7-E9			
# W1-W5			
# O1-O3			
# O4-O6			
# O7-O10			
# Unknown			
Race			
# American Indian or Alaska Native			
# Asian			
# Black or African American			
# Native Hawaiian or Other Pacific Islander			
# White			
# Multi Racial			
# Unknown			
Ethnicity			
# Hispanic			
# Non-Hispanic			
# Unknown			
Age			
# < 18 years			
# 18-25 years			
# 26-35 years			
# 36-45 years			
# 46-55 years			
# 56-65 years			
# > 66 years			
# Unknown			

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Complainant(s) by Grade, Race, Ethnicity, Age (FEMALE)	Active Duty	Guard	Reser
Grade			
# E1-E4			
# E5-E6			
# E7-E9			
# W1-W5			
# O1-O3			
# O4-O6			
# O7-O10			
# Unknown			
Race			
# American Indian or Alaska Native			
# Asian			
# Black or African American			
# Native Hawaiian or Other Pacific Islander			
# White			
# Multi Racial			
# Unknown			
Ethnicity			
# Hispanic			
# Non-Hispanic			
# Unknown			
Age			
# < 18 years			
# 18-25 years			
# 26-35 years			
# 36-45 years			
# 46-55 years			
# 56-65 years			
# > 66 years			
# Unknown			
Relationship of Alleged Offender to Complainant			
# Military coworker			
# Military chain of command (Higher rank)			
# Military subordinate			
# Military person of higher rank who was not in the chain of command			
# Other military person(s)			
# Civilian coworker			
# Civilian in supervisory chain (Higher grade)			
# Civilian subordinate			
# Civilian person of higher grade who was not in supervisory chain			
# Other civilian person(s)			
# DoD/Service contractor(s)			
# Same DoD Component/Service			
# Different DoD Component/Service			
# Same unit			
# Same gender			
# Different gender			
# Other (Explain in comment section)			

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Other Comments (e.g., appeals, remedies, management actions, victims assistance, or other comments):

DEFINITIONS

Bullying: An act of aggression by a military member or members, or DoD civilian employee or employees, with a nexus to military service or DoD civilian employment, with the intent of harming a military member, either physically or psychologically, without a proper military or other governmental purpose. Bullying may involve the singling out of an individual from his or her co-workers, or unit, for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

Bullying includes, but is not limited to, the following when performed without a proper military or other governmental purpose: physically striking another in any manner or threatening to do the same; intimidating; teasing; taunting; oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning, or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; subjecting to excessive or abusive use of water; the forced consumption of food, alcohol, drugs, or any other substance; and degrading or damaging the person or his or her property or reputation. Bullying can be conducted through the use of electronic devices or communications, and by other means, as well as in person.

- **Physical:** Hitting, kicking, tripping, pinching and pushing or damaging property, etc.
- **Verbal:** Name calling, insults, teasing, intimidation, or racist remarks, etc.
- **Nonverbal:** Subtle, Harassment, Violent
- **Electronic Media:** Digital technologies, including computers, smartphones, social media, instant messaging, texts, websites, etc.
- **Psychological:** Intentionally causing severe emotional distress

Hazing: Any conduct through which a military member or members or a DoD civilian employee or employees, without a proper military or other governmental purpose, but with a nexus to military service or DoD civilian employment, physically or psychologically injure or create a risk of physical or psychological injury to one or more military members for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Hazing includes, but is not limited to, the following when performed without a proper military or other governmental purpose: any form of initiation or congratulatory act that involves physically striking another in any manner or threatening to do the same; pressing any object into another person's skin, regardless of whether it pierces the skin, such as "pinning" or "tacking on" of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object; oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; subjecting to excessive or abusive use of water; and the forced consumption of food, alcohol, drugs, or any other substance.

- **Physical:** Hitting, kicking, tripping, pinching and pushing or damaging property, etc.
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- **Nonverbal:** Subtle, Harassment, Violent
- **Electronic Media:** Digital technologies, including computers, smartphones, social media, instant messaging, texts, websites, etc.
- **Psychological:** Intentionally causing severe emotional distress

Pending Complaint: A hazing or bullying complaint that remains under investigation, or is pending adjudication or disposition, at the end of the reporting period.

Substantiated Complaint: A hazing or bullying allegation that was investigated by an appropriate military command or civilian authority for consideration and action, and found to have sufficient evidence to support the disciplinary or administrative action against the alleged offender. Actions against the alleged offender may include court-martial charge preferral, Article 15 nonjudicial punishment, administrative discharge, and other administrative or disciplinary actions.

Unsubstantiated: A hazing or bully allegation that was investigated by an appropriate military command or civilian authority for consideration and action, and not found to have sufficient evidence to support or prove the allegation against an alleged offender.



**Prepared by the
Office of Diversity Management and Equal Opportunity**

**ODMEO website:
<http://diversity.defense.gov/>**